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## Hungary's workers resigned to their fate

By Nicholas Denton in Budapest

WHOEVER wins Hungary's forthcoming elections, it will not be the workers, because they have no one to vote for.

They are sceptical of the implausible claims of the main opposition parties to represent them and reluctant to forgive the two offshoots of the old ruling Communist party, which have the pedigree of workers' parties.

Moreover, if Hungarian workers were ever class-conscious, 40 years of Communist rule has put an end to that. Now the industrial working class is divided between those who fear they will lose their jobs and those who are safe or have already planned their escape into other employment.

"All the people here are dif-

ferent and have different interests," says one woman who works at the Budapest factory of Ikarus, the threatened national bus manufacturer.

One of her colleagues, Mr Attila Szabo, will vote for the opposition Alliance of Free Democrats, although the party's tough economic programme implies heavy unemployment. "Any loss-making company must be closed," he says. "Anyway, I am sure about my job." He does not worry much about redundancies at Ikarus. "Everybody has in mind another working place, or they are looking."

Another Free Democrat supports believe that people are afraid but he still echoes the idea that unprofitable compa-

### EASTERN EUROPE ELECTS



nies must close. There is no alternative. This is the only solution," he says, close to

tears.

Few Ikarus workers disagree, and those who do have little hope. "Money can stop the closing of the factory, nothing else," says Mr Laszlo Komar, a young worker. "All of them say that they are the party of the workers. They promise everything, but when they get into power... I would stop all the parties. We do not need so many."

The divisions in the Ikarus workforce are reflected geographically and electronically across Hungary. In the eastern counties, where heavy industry is concentrated, there will be a lot of unemployment as the economy is restructured. Redundant workers will have few possibilities of alternative

employment in the region.

But the rest of the country may not particularly care. As Mr László Csaba, an economist of the opposition Fidesz group, says: "There is a national constituency for local closures."

In Budapest, stronghold of the radical Free Democrats, workers can find jobs in the expanding service sector and so are amenable to the party's arguments. In the countryside, the base of the Smallholders' Party, the feeling is that large industrial companies have lived off the fat of the land for long enough. The third party likely to do well in the elections, the Hungarian Democratic Forum, regards the middle class as its natural constituency.

## Three-airline link under new attack

By Lucy Kellaway in Brussels

PRESSURE ON the European Commission to block or amend the joint venture deal between British Airways, KLM and Sabena increased yesterday following a complaint from a Belgian air charter company that the deal was against the treaty of Rome.

In a letter to Sir Leon Brittan, the Competition Commissioner, Trans European Airways argued that the link between the three airline companies amounted to an illegal cartel, which would allow them to abuse their position.

The deal has already been attacked by British Midland and Air Europe, two small UK airlines, for its anti-competitive implications, and is being seen as a test case of the European Commission's willingness to liberalise the European airlines market.

The Commission said yesterday that it would take all com-

plaints seriously in deciding whether or not to launch a formal enquiry into the link-up of the European airlines.

TEA also complained about the Belgian Government's recent decision to turn down its request to fly scheduled services on five European routes. It warned that a new law to be introduced in Belgium would effectively make it impossible for smaller companies to compete against Sabena, and called on Sir Leon to stop what it alleged were violations of EC competition law.

A Commission spokesman said yesterday that any investigation on the question of Belgian air routes could take a long time. Following an agreement reached between member states in December, it will become more difficult for governments to grant exclusive rights to airlines starting from the middle of 1992.

## EC imposes controls on biotechnology companies

By Tim Dickson in Brussels

BIOTECHNOLOGY companies in the European Community will be subject to important new controls following the formal adoption of two directives in Brussels by environment ministers yesterday.

The measures introduce regulations - notably an obligation to carry out an environmental risk assessment - for activities where organisms obtained by altering the genetic material of bacteria, plants or animals are involved.

One covers situations in which they are intended to be kept under physical containment, the other in which they are intended to be used in the open environment.

The directives lay down harmonised approval procedures to be followed ahead of experimental work, industrial production or the marketing of products throughout the EC. They are based closely on a model developed by the OECD.

Yesterday's Council was also marked by further birth pangs for the new European Environment Agency. In deference with revised proposals.

the European Parliament, which wants the agency to be given more powers, member states agreed to a review of its somewhat limited functions in two years time, specifically mentioning "monitoring" and the ability to award "eco labels" for environmentally friendly products.

It was unclear last night whether this gesture was sufficient for Mr Ken Collins, chairman of the parliament's influential Environment Committee who has threatened to try to block budget funds for the agency if his "moderate" demands are not met.

• In a clear bid to boost his own "green" credentials, under whose aegis because of British opposition to a Commission declaration on climate change to be discussed by ministers later next month - Mr Chris Patten, the UK Environment Secretary, was letting it be known that Britain would push for the toughest international standards on diesel emissions when the Commission comes forward with revised proposals.

## MEPs' suspicions surface over Efta discussions

By David Buchan in Brussels

TRIMMERS flared yesterday in the European Parliament over the EC's controversial negotiations to create a common economic zone with the European Free Trade Association (Efta).

The spark was a leaked report from Tuesday's final preparatory meeting between EC and Efta officials before politicians endorse the start of real talks in the summer.

Members of the parliament's external relations committee took Mr Frans Andriessen, the Commissioner responsible for the Efta negotiations, to task for allegedly letting his officials run ahead of their brief in

making concessions on Community decision-making.

At the heart of the row was not the sensitivity of the document - which reiterates Brussels' aim of letting Efta help "shape but not take" its decisions - but of MEPs themselves. They deeply dislike the notion of bureaucrats and lawyers, on both the EC and Efta sides, agreeing common rules for the 18-nation zone behind closed doors.

Mr Andriessen promised that no outside body like Efta would be given greater power to shape EC policy than the European Parliament itself.



East German CDU leader, Lothar de Maizière (centre), at a news conference yesterday with other conservative leaders after talks with Chancellor Helmut Kohl

## Nato chief to visit Pact capitals

By David Buchanan in Brussels

FRESH EVIDENCE of the blurring of alliances came yesterday with the news that Mr Manfred Wörner, the Nato Secretary-General, will soon visit Moscow, Prague and Warsaw, and with a speech to the Western European Union (WEU) by the Polish Foreign Minister.

Mr Wörner is to reciprocate the calls paid him by the Soviet, Czechoslovak and Polish foreign ministers, though only his trip to Moscow

- the first ever by a Nato Secretary-General - was formally announced for some time in the next couple of months. In a radio interview, he said he would try to convince the Kremlin that a united Germany within Nato was in the interests of the Soviet Union.

Mr Krzysztof Skubiszewski, the Polish Foreign Minister, who ended his Wednesday visit to Mr Wörner with the words "See you in Warsaw", yesterday addressed the parliamentary assembly of the

nine-nation WEU in Luxembourg.

Saying that Nato and its WEU sub-grouping fulfilled "a stabilising function", the Polish minister minimised his country's continued membership of the Warsaw Pact, which "in the process of building up European unity will lose much of its significance".

The fact that Poland belonged to another alliance did not mean that its ideological or political objectives differed from Nato's

## Uncertainties beset Turkish privatisation

Political and economic factors take their toll, writes Jim Bodgeman

TURKEY'S privatisation programme has had a short but chequered history since its launch in the early 1980s. It has been promoted as a key component of the new civilian government of the then-Prime Minister, Mr Turgut Ozal and his creation, the centre-right Motherland Party (ANAP).

Officials close to Mr Lothar de Maizière, the East German Prime Minister-designate, say that not all these treaties may be legally valid.

There is further uncertainty about whether East Germany's trade partners in eastern Europe will be forced to pay hard currency for imports once East Berlin goes over to a

D-mark payments system in coming months. If Bonn in future allows the Soviet Union to pay for East German imports through hidden subsidies, West Germany could well run into trouble with other industrialised countries on the grounds that it is distorting trade practices.

Securing access to eastern markets is a high priority for West German companies such as Siemens, Volkswagen and Daimler-Benz which have been seeking to build links with East German state-owned groups.

West Germany is believed to have entered into a total of 3,300 treaty obligations with foreign countries across a variety of fields. Combining through these commitments will be an important task for East and West German officials before unification.

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There is further uncertainty about whether East Germany's trade partners in eastern Europe will be forced to pay hard currency for imports once East Berlin goes over to a

newly created state.

At the outset, the targets of the privatisation programme had a familiar ring of its role model in Mrs Thatcher's Britain.

Private ownership, it was claimed, would rationalise and streamline the state economic enterprises (SEEs).

These accounted for more than 50 per cent of fixed productive assets and produced most domestic raw materials, but were seen as industrial dinosaurs plagued by over-manning, obsolescent equipment and poor management and political interference.

In addition the privatisation programme was intended to deepen and widen the fledgling capital markets through public share ownership, thereby nurturing the revamped but still minuscule Istanbul stock exchange.

Their sales was also expected to attract foreign investment and be a big source of revenue for a cash-strapped government reeling from the heavy budgetary burden of funding rapid infrastructure development.

Much progress, through management overhauls and fresh investment, has been made by companies like Turk Hava Yolları (THY - Turkish

Airlines), and the Turkish Iron and Steelworks Administration. But many others among 28 separate corporations and 16 affiliates, including Turkish Railways and Turkish Hard Coal, remained mired in a financial morass. Many would have qualified for technical insolvency if their books were ever transparently audited.

However, greater management autonomy in many cases has only led to price hikes to cover operating deficits, and the SEEs are still a big contribution to Turkey's chronic inflation.

The privatisation programme was never meant to be a hasty Dutch auction - the foundation for the SEEs had been laid by the Turkish republic's founder, Mustafa Kemal Ataturk.

Consultancy contracts were awarded to foreign and Turkish institutions, the first being a master study by Morgan Guaranty of the US. This was followed by sectoral studies and then individual advisory contracts for specific SEEAs.

Co-ordination was entrusted to a body independent of central budgetary control, the Mass Housing and Public Participation Administration (MHPPA).

In 1987 the government placed small amounts of the state's minority holdings in private companies onto the exchange. The Higher Planning Council (HPC), the government's supreme policy-making body, issued guidelines which called for employees to receive a first option to buy shares. It was intended that ordinary Turkish citizens would also receive priority over foreign interests.

The first substantial privatisation exercise, the sale of shares in the state's minority holdings in the telecommunications

joint venture Teletels, was scheduled for March, 1988. But the stock prices had crashed in the autumn of 1987, and the Teletels shares, though popular, entered a thin and depressed market.

With the stock market in the doldrums throughout 1988, the government turned instead to sales of blocks of shares to foreign companies with the cash to pay for them.

This concept of delayed public offerings, in which large percentages of foreign-owned companies would ultimately be issued to the public, was also introduced. In 1989, several

large SEEAs selected for privatisation, the other being the textiles, leather and porcelain conglomerate Sumerbank. The replacement value being between \$3m-\$4m, for example. With its limited processing and product range, Petkim will be easier to structure for dematerialisation compared with the more diversified Sumerbank, which also owns about 450 retail outlets.

Also likely to come on the block this year are more minority participations, plus medium-scale SEEAs like hotel and resort chain Turban.

Privatisation is still dear to the heart of President Ozal. But the enthusiasm of his allies left behind in the government is another matter, especially when the programme wins no electoral kudos.



### UNBUNDLING THE STATE

small companies were disposed of in this way.

The privatisation pro-

gramme was already beset by increasing criticism for selling state assets cheaply to foreigners. The question now is whether it will be retroactive for the companies which have already sold to foreigners and which have mostly been paid for.

The MHPPA deputy-director in charge of privatisation, Mr Ufuk Arslanoglu, then felt free to resign. He cited the fact that basic principles, such as the introduction of market mechanisms and the need to widen the share ownership base, were being ignored.

He was especially concerned about plans for the sale of the state petrochemicals monopoly Petkim, and government rights to intervene in the interests of free competition once it had gone.

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## EUROPEAN NEWS

## Media law may force Berlusconi disposals

By John Wyles in Rome

THE ITALIAN Senate yesterday overcame strong tensions within the governing coalition and passed Italy's first law to regulate overlapping ownerships of newspapers and television stations.

If the lower house confirms the legislation, Mr Silvio Berlusconi could be forced to dispose of either his newspaper interests or one or more of his television networks.

After languishing for nearly two years, the proposal suddenly accelerated through the Senate after Mr Berlusconi and allies acquired control late last year of Mondadori, Italy's largest publishing group.

Passage by the Senate makes it more likely that Mr Berlusconi will seek an agreement with Mr Carlo De Benedetti, his rival shareholder in Mondadori, which would leave Mr De Benedetti in control of La Repubblica, Italy's largest selling daily newspaper.

The Senate law forbids dual ownership of daily newspapers and television stations, which means that Mr Berlusconi would also have to dispose of the Milan daily Il Giornale or a television station.

The main lines of the new legislation may well be applied before the lower house deals with it. This is because the Constitutional Court must issue a judgment before May on media ownership which would have to be translated into law unless the current legislative vacuum is filled. The Government is therefore expected to issue a decree law.

This week's voting on the law's various clauses threw into focus the divisions within the Christian Democratic Party, whose left-wing faction joined with the Communists to pass an amendment forbidding transmission of advertisements in the middle of films, operas and theatrical performances.

Mr Berlusconi claims this would cost him \$30m a year in lost revenues while putting many small stations out of business.

Bettino Craxi, the Socialist leader, yesterday refrained from seizing on Christian Democratic divisions as a pretext for opening a political crisis. He said in a speech to his party's policy planning congress that a "political clarification" was needed to remove the atmosphere of crisis surrounding the current legislature.

## French to raise tobacco prices

THE FRENCH Government intends to increase tobacco prices by 15 per cent from next January and is considering plans to ban all publicity for smoking and drinking, writes William Dawkins in Paris.

A committee of nine ministers has approved the price proposal, which will be submitted for acceptance as official policy to the Council of Ministers next week. This is the outcome of a radical independent report on public health, which calls for all kinds of advertising likely to encourage people to drink or smoke to be phased out over three years.

The Government is still officially considering whether to adopt an advertising ban but is likely to limit such a proposal to newspapers and magazines aimed at young people, said officials. A full ban would risk creating an outcry from the newspaper advertising industry.

## Ankara accuses terrorists over Kurdish clashes

By Jim Bodogener in Ankara

THE TURKISH Government yesterday accused terrorists of inciting ordinary people to confront the security forces. The government spokesman and state minister, Mr Mehmet Yazar, was referring to clashes between security forces and Kurds in the south-eastern town of Cizre on Tuesday in which four people were killed and nine wounded.

Fears of a growing wave of destabilisation and terrorism have been fuelled by the

## Racial tensions strain fabric of Florence

The historic city has become the focus of a national problem, writes John Simkins

THE EXPLOSION of racial tension in Florence has concentrated minds wonderfully on the needs of immigrants, both in the city and throughout Italy where immigration has become the number one social issue.

Mr Giorgio Morales, the mayor, admits the eyes of the world are on Florence. But, in the eyes of many Florentines, the authorities are to blame for not tackling the problem earlier and for a lack of political direction that has stunned the city's development and allowed frustrations to come to a head.

Mr Morales, a Socialist, resigned on Tuesday after a no-confidence vote by the Communists, senior partners in the coalition council, but remains mayor to fulfil administrative functions until local elections on May 6.

For about five years the two parties have ruled uneasily together, swapping insults across the frescoed chambers of the Palazzo Vecchio, or Town Hall. Big decisions on the city's infrastructure have been botched and the important shopkeeper community has grown frustrated.

It became exasperated, too, by a crime wave involving drug pushing, theft and prostitution for which Tunisians, Moroccans and Algerians were held largely responsible, even though they may be manipulated by the media.



Mayor Morales: deserted by political allies

Widely seen as tactless, heavy-handed and far heavier than Mr Morales wished, the police action did not spare the small Senegalese community which forms the nucleus of the immigrant *vu' cumpria*, as hawkers are known. More than a hundred embarked on a hunger strike in the cathedral baptistery square which ended last weekend with a deal in which Mr Morales conceded four central areas to immigrant hawkers and promised job training and social support.

He was immediately besieged by shopkeepers. A

problem that concerns all society falls just on the street trade,

ers," said Mr Gianni Cammelli, of Confesercenti, the commercial confederation.

Mr Morales admits the accord is only a beginning.

"The law which allows for funds [for immigrants] only

came into effect on February 28," he said. "I don't know what we could have done to find a solution earlier."

Father Giuseppe of the Verona Fathers, who is involved in the few voluntary initiatives to find housing for immigrants, finds that "a lame excuse". "For housing there are empty places around but the political will to do anything was lacking. The authorities did not understand the gravity of the problem."

Both he and Mr Moreno Biagioni, of the council's immigrants' office, stress the contribution that Italians don't want to do any more," said Mr Biagioni.

As for the *vu' cumpria*, Mr Falou Faye, leader of the Senegalese, says they do not want to remain on the street but want workshops to make their own goods and jobs in industry.

Mr Biagioni acknowledges the immigrant link with crime: immigrants comprise about 40 per cent of inmates in Florence's Sollicciano jail and 100 north Africans in the city have been expelled from Italy because of criminal records.

## Banks put debt interest proposal to Warsaw

By Stephen Fidler, Euromarkets Correspondent

LEADING BANK creditors have proposed that Poland pay 15 per cent of the interest due to them this year, despite a call from western governments for more generous concessions.

The proposal, presented to the Polish Government over the past week, would involve Poland paying 15 per cent of the interest due on \$9.1bn of medium-term bank debt between the start of 1990 and end-March 1991. The move will deprive the former Communists of a major source of income as well as 44 dailies, 30 weeklies, 21 printing plants and the country's only newspaper retail network of 22,500 kiosks.

By March 1991, it is hoped the country will be in a position to respond at a meeting with its leading banks, headed by Barclays, in Vienna next week. Poland has not made interest payments on its medium-term debt this year but has been servicing the \$1bn in trade loans.

The Paris Club of creditor governments, responsible for two-thirds of the country's \$40bn of foreign debt, agreed last month to postpone all interest and principal payments by Poland until March 1991. It called on bank creditors to do the same.

The Polish parliament yesterday looked set to dismantle the ESW Prasa publishing concern which employs 77,000 and is still controlled by the SDPRP, successor to the Communist Party, writes Christopher Bobinski in Warsaw. The move will deprive the former Communists of a major source of income as well as 44 dailies, 30 weeklies, 21 printing plants and the country's only newspaper retail network of 22,500 kiosks.

Similar arguments have prevented extension of the runway at Peretola airport and, although the city centre has been closed to traffic, progress has been slow in building car parks on its fringes.

For one reason or another there has been a stream of complaints outside Palazzo Vecchio. "People are not well governed in Florence and have a grudge against those in power and the immigration problem has come as a last straw," said Father Giuseppe.

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clashes. On Wednesday gunmen executed nine senior employees from the state mining agency Etibank, including their factory manager.

"There seems to be a latent civil war in a corner of our country," said Mr Suleyman Demirel, leader of the third largest parliamentary grouping, the True Path Party.

The Cizre clashes on Tuesday followed the death of a youth shot last week when security forces fired on demonstrators after the funeral of a guerrilla of the separatist Marxist Kurdish Workers Party (PKK) in Nusaybin, to the west of Cizre.

Student demonstrations, strongly tinged with protest against state suppression of Kurdish minority aspirations, broke out in universities across the country on Wednesday, the Shi'ite Muslim new year festival of Nevruz.

Security forces also said they had broken up an underground Islamic revolutionary circle in three cities with 32 arrests and the seizure of arms.

The Cizre and Nusaybin incidents were alarming demonstrations of popular resentment against the security forces and sympathy with the PKK in the predominantly Kurdish south-east, Ankara diplomats said.

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## WORLD TRADE NEWS

# Japanese deny threat to quit Boeing project

By Michiko Nakamoto in Tokyo

JAPAN'S leading aircraft manufacturers yesterday denied speculation that they might pull out of Boeing's programme to develop a new twin-engine airliner, the 767X. Three Japanese companies have been negotiating with Boeing to participate as risk sharing partners in the 767X, a 250-seat airliner which would compete with the Airbus A-330 and A-340.

Mitsubishi Heavy Industry, Kawasaki Heavy Industry and Fuji Heavy Industry said that negotiations with Boeing were

still continuing on the basis that the companies would participate in the 767X project.

"Nothing has changed in our stance (towards the programme)," said an official at Mitsubishi Heavy Industries, who pointed out that the company was taking a very cautious and long-term approach to the negotiations.

"It is a very big project and commercial plane project negotiations tend to go in all sorts of different directions anyway," said the official. "But we are conducting negotiations on

the basic assumption that we are still in it," he said.

Boeing confirmed this week that there was a risk that the Japanese might not participate as equity partners in the 767X but said talks were continuing.

There has been mounting concern in the US that joint projects between US and Japanese makers would give the Japanese side access to valuable US technology and compromise the US lead in the aerospace industry.

At the same time, the Japanese companies have been eager to move up from their long

cerned that Boeing may choose to give a larger share of the project to US aircraft manufacturers which are likely to see their defence business shrink with the growing worldwide trend towards disarmament.

"We have been told that our stake could be reduced for this reason," said an official at one of the Japanese companies.

The Japanese government has singled out aerospace as a key industry it would like to develop and Japan's aircraft manufacturers have been eager to move up from their long

held role of subcontractor to risk-sharing equity partner. In order for Japan to develop a serious aerospace industry it is essential that Japanese manufacturers acquire first hand experience in the development and production as well as marketing of aircraft.

Boeing's invitation to them to take a big equity stake in the project, and presumably to participate in the development and design of the aircraft, appeared to be the opportunity the Japanese had been waiting for.

## DOING BUSINESS IN EAST EUROPE

## US seeks to stop tied aid in E Europe

**T**HREE days of talks between the US and Poland ended on Wednesday in Washington, called for Seoul to increase its global beef import quota to 58,000 tonnes this year from 50,000 last year, they said.

According to the agreement, the quota will rise to 62,000 tonnes in 1991 and 66,000 in 1992.

"US negotiators originally asked us to submit a schedule for total liberalisation of beef imports but later agreed to accept our offer to increase the annual quota," a Korean official said.

Seoul and Washington would hold talks before July, 1992, to discuss the possibility of removing South Korea's beef import barriers, he said.

Washington had threatened to ban imports of certain South Korean products unless the country's borders were opened to more beef imports.

After a ban from May 1985 to August 1986, Seoul agreed to allow 14,000 tonnes of beef imports in the remainder of 1986 and 50,000 last year. The bulk of the country's beef imports come from the US and Australia.

A General Agreement on Tariffs and Trade (GATT) panel ruled last year that South Korea unfairly discriminated against beef imports. Seoul, however, has been under strong pressure from local farmers to limit the imports.

# S Korea patches up beef row with US

**S**OUTH Korea has resolved a dispute with the US over beef imports, averting possible trade sanctions from Washington, Reuter reports from Seoul.

An accord reached during three days of talks, which ended on Wednesday in Washington, called for Seoul to increase its global beef import quota to 58,000 tonnes this year from 50,000 last year, they said.

According to the agreement, the quota will rise to 62,000 tonnes in 1991 and 66,000 in 1992.

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# Paper manufacturers chase higher prices

Canadian newsprint groups are taking a gamble in a soft market, says Bernard Simon

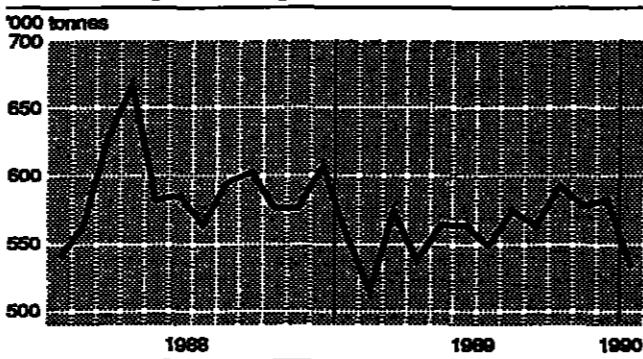
**C**ANADA'S newsprint makers have thrown caution to the wind by trying to impose a price increase in what appears to be a buyer's market.

Despite some heavy discounting in recent months and machine shutdowns to bring supply into line with demand, the Canadian producers have told their export customers over the past few weeks that they plan to raise prices by about 5 per cent on June 1, either by eliminating discounts or lifting list prices. The new price for US customers will be \$835 a tonne from eastern mills and \$830 a tonne from west coast producers.

The attempt to raise prices in a soft market is a big gamble for the Canadians, who account for just over 60 per cent of North American newsprint output, but whose share of the US market has been falling for the past decade. They cite the cost of recycling paper, demanded by many US states, as a reason for the increase.

The notification has angered many of their customers, whose relationship with the Canadian mills is already strained by their high costs

## US newsprint imports from Canada



10.1m last January. Whatever the state of the market, the producers argue that higher prices are badly needed to ensure their long-term viability. Earnings of Canadian forest products companies plunged in the final three months of last year, largely because of the softening newsprint market. Toronto-based Abitibi-Price, North America's biggest newsprint producer, earned C\$6.5m (before special charges) in the fourth quarter, one-seventh of its income a year earlier.

Most companies have installed extra capacity in the past few years, shrugging off warnings that the good times would not last forever. The annual growth of the Canadian industry has expanded from 9.7m tonnes in 1985 to

Mr Mark Gibson, manager for newsprint sales at Fletcher Challenge Canada in Vancouver, notes that "a lot of companies just feel that their projections for 1990 showed that they weren't going to make any money on newsprint, so they've decided to increase prices."

At the top of the mills' arguments is the fact that newsprint prices have not gone up since January 1988, despite numerous cost increases. In particular, almost all the companies are being forced to

spend heavily on equipment for newsprint recycling to conform with the mushrooming anti-pollution regulations passed by US states. These rules require newsprint consumers to use a certain proportion of recycled material, in some cases as much as 50 per cent. The de-linking machines required for the recycling process cost C\$80-C\$85 a piece. Inadequate returns have prompted Abitibi-Price to delay installing de-linking equipment at one Ontario mill.

Despite the undisputed challenges in making the proposed price increase stick, the producers may have struck with impeccable timing. Publishers and other newsprint users have left themselves vulnerable by running down stocks to their lowest levels in almost a decade. The CPCA estimated consumers' inventories at 1.2m tonnes, equal to 37 days supply, at the end of January, compared with 44 days supply a year earlier.

Although the market is far from booming demand in the US, especially on the west coast, has unexpectedly picked up in the past month or two. The producers are crossing fingers that it will strengthen between now and June. Another factor influencing the eastern Canadian producers was the prospect of negotiations over the next few months to replace existing labour contracts. On the one hand, a strike at one or more companies would push up spot prices, making it easier to implement the proposed increase. On the other, failure to push through the increase would help the companies resist wage demands.

To their relief, the Canadian mills have found some powerful support in the past few days, with the decision by three leading southern US newsprint makers - Bowater, Champion and Kimberly-Clark - to join in the demand for higher prices.

Mr Amit Wadhwa, forest products analyst at Bunting Warburg in Montreal, predicts that while the producers may not succeed in wringing the entire \$85 a ton increase out of their customers, they have a good chance of getting at least some of it.

Mr Klaus Nietzke, spokesman for HDW and Bremer Vulkan, on

the other hand, says that the proposed price increase is unlikely to be implemented.

The United States clearly does not have the limitless budgetary resources with which to match our European friends," Congressman Fauntry said.

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# Chrysler Voyager. It's here. And it's here to stay.



Chrysler announces a partnership with Steyr-Daimler-Puch to build the Chrysler Voyager in Europe.

You're already seeing Chrysler Voyagers on the roads of Europe. But get ready. You're going to see a lot more.

And that's a commitment. A commitment made by Chrysler and Steyr-Daimler-Puch.

In America, Chrysler has already put over two million Voyagers on the road. They own over 50% of the entire segment. Our buyers love them. In fact, Chrysler Voyagers have the highest owner loyalty of any automobile sold in the United States. Voyager has the highest resale value in its class. And it's widely

recognized as a quality leader.

We know Steyr-Daimler-Puch will do a great job helping us build the Voyager. They've already proven their engineering and assembly skills on countless projects with some of the world's best-known companies.

And how do we know the Chrysler Voyager will be as popular with Europeans as it is with Americans?

Simple. The Voyager makes sense. It's the right product at the right time. It can hold 40% more cargo than the largest European estate wagon. Its versatility makes it perfect for the family, for driving to work, for

going to the opera. Steyr will make it even more perfect by helping us build it with a choice of front-wheel or all-wheel drive. And Chrysler guarantees its quality with a 3-year or 110,000-km warranty plus 7-year protection against sheet metal perforation from corrosion.

As all of Europe opens up to new ideas, Chrysler wants to be part of it. We're here now. And we're here to stay.

 **CHRYSLER  
INTERNATIONAL**

## AMERICAN NEWS

## Colombian left-wing candidate murdered

By Robert Graham

MR BERNARDO Jaramillo, the main left-wing candidate in Colombia's presidential elections, was assassinated yesterday by an unknown gunman at Bogotá airport.

This immediately provoked riots and demonstrations in the Colombian capital, while President Virgilio Barco called an emergency cabinet meeting. The national teachers' union called for a 48-hour protest strike.

Mr Jaramillo, 39-year-old leader of the Patriotic Union party, was shot twice in the chest and stomach. He was the second candidate assassinated in the current presidential campaign. Last August gunmen killed Senator Luis Galdón, the ruling Liberal Party's leading candidate, at a rally.

Earlier this year, assassins carried out an abortive attack at Bogotá airport on another Liberal Party presidential hopeful, Mr Ernesto Samper. In 1987, the UP's first leader, Mr Jaime Pardo Leal, was also murdered.

Despite exceptional security at the airport, the latest killer was able to approach Mr Jaramillo as he prepared to leave on holiday. The gunman was then shot and taken into custody by police. The man was reported to be a 21-year-old from Medellín, where most of the country's hired killers are trained under the aegis of drug cartels.

No group claimed responsibility but it was speculated that the killing was the work of right-wing death squads in concert with elements in the military and drug barons. Some demonstrators yesterday accused the government of complicity.

## Row brews over British companies' US tax burden

By Peter Riddell in Washington

US CONGRESSIONAL proposals aimed at increasing taxes paid by foreign companies are discriminatory against Britain and would impose "an unreasonable and burdensome requirement," according to the UK Government.

Democratic leaders in the House of Representatives have put forward legislation to give the US Internal Revenue Service powers to secure additional information on past years from foreign companies.

It would also impose a 10 per cent withholding tax on capital gains on sales of US securities by overseas direct investors holding 10 per cent or more of the equity of a US company, except where the US whose residents are subject to this tax. This will amount to discrimination in practice against UK companies.

Britain finds the measure particularly objectionable not

only because UK direct investors are by far the largest in the US but also because, possibly unintentionally, the withholding tax discriminates against British companies and could substantially increase their tax bills. This is because, unlike US tax treaties with most other countries, the UK-US treaty does not prevent the imposition of capital gains tax on foreign-owned assets.

However, in practice neither country taxes the gains of the other's residents. Mr Richard Pratt, the economic counsellor at the British Embassy in Washington, said the UK "will be the only major trading partner of the US whose residents are subject to this tax. This will amount to discrimination in practice against UK companies."

The US last year gave up the law retrospectively.

The US Treasury has not yet

said what information it wants kept as a result of last year's law. "Under the proposed law a British company, in Britain, would be expected by US law to avoid destroying a set of unspecified records for an unspecified time. This is an unreasonable and burdensome requirement." The plan stands a good chance of being approved by the House.

## Mulroney enters Quebec fray

By Bernard Simon in Toronto

CANADIAN Prime Minister Brian Mulroney was due last night to outline a new federal plan for breaking the logjam over the Meech Lake accord,

the contentious agreement which gives Quebec the power to promote its status as a unique part of the country.

Mr Mulroney's intervention, only his second TV address since he took office more than five years ago, appears carefully timed to spike the guns of former Prime Minister Pierre Trudeau, who has returned to the political arena this week to attack the accord.

The accord, signed by the prime minister and the provincial premiers in 1987, must be ratified by all ten provincial legislatures by June 23 if it is to survive.

There is widespread concern that its collapse would increase

political tensions notably by encouraging the separatist movement in Quebec.

Newfoundland's premier, Mr Clyde Wells, has so far shown no signs of budging from his position that the Meech Lake accord is so flawed that any "parallel" agreement, such as that proposed by New Brunswick, is unacceptable.

Mr Wells has said he will ask the federal government to hold a national referendum, and will abide by the result. Newfoundland ends up as the only province not to ratify the agreement.

Quebec's premier, Mr Robert Bourassa, warned Mr Wells that Newfoundland would be taking an "unlimited ride" with the future of Canada if it was to rescind its earlier ratification of the accord.

ture yesterday to rescind the ratification passed under a previous Conservative administration.

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## Argentine army chief choice irks generals

By Gary Mead  
In Buenos Aires

GENERAL Martin Felix Bonnet has been appointed chief of staff of the Argentine army, following the death on Wednesday evening of General Isidro Cáceres. He had been ill for several days after a heart attack.

The new proposal, he says, "adds insult to injury by applying that law retrospectively."

The US Treasury has not yet

said what information it wants

kept as a result of last year's

law. "Under the proposed law a British company, in Britain, would be expected by US law to avoid destroying a set of unspecified records for an unspecified time. This is an unreasonable and burdensome requirement." The plan stands a good chance of being approved by the House.

## Steering towards safety

Lionel Barber examines US efforts to secure wide-ranging arms cuts by the superpowers

WHEN Mr James Baker meets his Soviet counterpart, Mr Eduard Shevardnadze next month in Washington, both men will have one goal in mind - completion before the end of the year of agreements to cut chemical, conventional and strategic nuclear weapons.

By most historical standards, this is an ambitious arms control agenda. But it continues to pale beside the pace of political change in eastern Europe, where the disintegration of the Warsaw Pact has substantially reduced the nuclear threat to the West.

The appointment of Gen Bonnet to the top post, and the simultaneous promotion of Gen Martin Balmis as his deputy, has political implications for the stability of the army, and perhaps also for the country's civilian government under President Carlos Menem.

By conventional Argentine military rules, the new chief of staff should be Gen Pablo Skalany, second in the army hierarchy after Gen Cáceres and in charge of the Argentine military's extensive industrial

elements, are urging Mr Bush to back such a ban. Without it, Mr Nunn has warned, he will not support funding for the MX and the Midway missiles in the defence budget this year, which the administration says is vital not just for the US negotiating stance but also for modernisation of its strategic nuclear deterrent.

Mr Nunn has also raised objections, over conventional weapons, to the Bush-Gorbachev agreement to limit US and Soviet forces in Europe. The senator argues that the limit of 30,000 outside the European central zone leaves the US vulnerable to the future whims of a reunified Germany. If, for example, Germany were to seek to remove some or all of the 155,000 US troops in the central zone, there is no obvious home for them on the continent.

These are not idle objections because all the US Senate is expected to exercise its constitutional prerogative to ratify each of the three major arms control agreements now under negotiation, although Mr Baker is said to believe the chemical weapons pact need not go before the Senate.

The administration will have to tread tactfully to avoid the impression of bulldozing the agreements through the upper chamber. Memories of President Carter's failure to secure Senate support for the SALT II treaty on strategic weapons remain strong.

In the last resort, the merit of the present agreements will depend on adjustments in US and Soviet strategic doctrine. The proposed START agreement, for example, does not cover strategic bombers, submarine or sea-launched cruise missiles all of which will be outside the proposed target of 6,000 warheads.

Mr Spurgeon Keeny, a US former senior arms control negotiator, argues that official claims that START will reduce each side's arsenal by 50 per cent are wrong. These expectations coupled with the present US plan to deploy 122 B-2 Stealth bombers mean that US missile arsenal would be reduced by 10 per cent only, he says.

US budgetary constraints make full B-2 deployment highly unlikely, but the calculation is a reminder of START's limitations.

Union Bank of Switzerland

## Offer for the Exchange of Participation Certificates for Bearer Shares

The Board of Directors of our Bank has resolved to propose to the Ordinary General Meeting of Shareholders on April 25, 1990, that the share capital be raised from Fr. 2,175 million to Fr. 2,575 million by such means as the issue of a maximum of 361,039 new bearer shares at a price of Fr. 500 par without subscription rights for existing shareholders and holders of participation certificates. These new shares are to be reserved for the subsequent exchange offer. They are to be paid in full from the participation certificate capital.

The Board of Directors submits an offer to holders of participation certificates that will confer upon them the right to exchange their participation certificates at Fr. 20 par for bearer shares at Fr. 500 par at our Head Office in Zurich or any of our branch offices during the period from

March 26 to April 17, 1990, noon

at the following terms:

- Upon submitting 25 participation certificates at Fr. 20 par with Coupons No. 3 ff. and the Application for Exchange, one bearer share at Fr. 500 par with Coupons No. 5 ff., entitled to dividend for the 1990 business year, can be acquired.

If the participation certificates are deposited with a bank, it will be sufficient to merely complete and sign the Application for Exchange and submit it to the bank in question.

Any fractional rights must be purchased or sold at the prevailing market price.

- The dividend for the 1989 business year will be paid to holders of participation certificates against Coupon No. 3. Coupon No. 4 constitutes the subscription right for the new bearer shares for the 1990 share capital increase.

The bank at which participation certificates filed for exchange are deposited will hold the dividend and subscription right at the owners' disposal as of April 30, 1990 (ex date), or if filed participation certificates are sold before this date, they will be forwarded to the buyer.

3. The Federal Stamp Tax of 3% that becomes due upon the exchange of participation certificates for bearer shares will be borne by our Bank.

4. The new bearer shares will be exchanged and delivered to the holders of participation certificates free of charge.

5. Until such time as their actual exchange, the participation certificates will be traded on the stock exchange in Zurich on two lines:

Line 1: PCs not filed for exchange

Line 2: PCs filed for exchange

6. Listing of the new bearer shares will be requested.

7. The delivery of the new bearer shares will take place as soon as possible after the Ordinary General Meeting on April 25, 1990.

8. This offer is made on the condition that the Ordinary General Meeting of Shareholders on April 25, 1990, approves the creation of the bearer shares necessary for the exchange. If this request is rejected, the participation certificates submitted for exchange will again be placed at the disposal of their owners free of charge.

9. The new bearer shares have not been registered under the United States Securities Act of 1933 and may therefore not be offered or sold, either directly or indirectly, in the United States of America and its territories, nor may these shares be offered or sold, either directly or indirectly, to persons (including companies) who (or which) are citizens of or domiciled in the United States and its territories.

Applications for Exchange can be obtained at any of our branch offices.

Zurich, March 22, 1990

Union Bank of Switzerland

On behalf of the Board  
The Chairman: Dr. N. Senn

## Security Numbers:

Participation certificates (not filed for exchange) 136.003  
 Participation certificates (filed for exchange) 136.012  
 Bearer shares 136.001

## FIDELITY INTERNATIONAL FUND

Société d'Investissement &amp; Capital Variable

Luxembourg, 8 Boulevard de la Paix

L-1850 Luxembourg B 24LB84

## DIVIDEND NOTICE

At the Annual General Meeting held on March 18, 1990, it was decided to pay a dividend of US \$ 0.12 (twelve cents) per share on or after April 05, 1990 to shareholders of record on March 20, 1990 and to holders of bearer shares upon presentation of coupon No. 4.

Paying Agents : COMPAGNIE FINANCIÈRE  
8, boulevard de la Paix  
L-1850 LUXEMBOURG

KREDIETBANK SA, Luxembourg

43, boulevard Royal  
L-1860 LUXEMBOURG

## NATIONAL BANK OF CANADA

(A chartered bank governed by the Bank Act of Canada)

USS 150,000,000

Floating Rate Debentures, Series 7, due 1998

In accordance with the description of the Series 7 Debentures, notice is hereby given that for the six month Interest Period from March 21, 1990 to September 21, 1990 the Series 7 Debentures will carry an interest rate of 8.12% per annum.

The Coupon amount payable on Series 7 Debentures of USS 25,000 will be USS 1,125.04.

The Reference Agent

KREDIETBANK

SA LUXEMBOURGOISE



Zurich, March 23, 1990

## Nikkei makes big institutions lose their cool

By Stefan Wagstyl in Tokyo

FOR MOST of the current crisis in the Japanese financial markets, Tokyo's big institutions have kept their cool. Yesterday they showed signs of panic.

The rush of sell orders in the Tokyo stock market was so heavy in morning trading that scores of shares could find no buyers, sending the Nikkei index down by over 1,900 points to 22,830. The electronic screens which flash price changes on the stock exchange floor and around brokers' offices throughout Japan displayed gaping blanks alongside the names of many leading stocks - Bridgestone, NEC, Nissan, and others which did not trade for much of the morning.

These blanks are the symbol of panic in the Tokyo market where trading rules limit the maximum daily rise and fall in a stock.

By the end of the morning, prices began to move as a few investors at last began to trade. The Nikkei climbed back and closed the day a mere Y163.85 points down at 22,843.24, its lowest level for over a year. But the day's experiences left fund managers shaking.

"Investors have lost their will to buy. They want to sell as much as possible," said Mr Kazuteru Matsuda, general manager of the capital markets division of Yasuda Trust & Banking. A fund manager at Mitsubishi Trust & Banking said: "After a 10,000-point fall in the Nikkei index (from its December peak of 33,915) we can't use our charts for the first time since the 1974 oil shock. We are lost."

What began as a correction has now become a crash similar in scale to the one which shook world markets in October 1987. Its impact continues to be confined largely to Japan and Japanese investors, but its effects could spread overseas. With \$1,000 billion (225bn) wiped off the value of the Tokyo stock market since the beginning of the year, Japanese investors have less money to invest at home and abroad.

They will almost certainly be more careful about where they put it.

The main consolation is that the damage to the Japanese economy will not be great - any more than the US economy suffered serious harm after October 1987. Japanese stockbroking companies and banks are almost certainly too large and too well-capitalised to run into financial difficulties.

When Mr Ryutaro Hashimoto, the Japanese Finance Minister, travels to the US today for a meeting with Mr Nicholas Brady, the Treasury Secretary, the weakness of Japanese stocks and bonds of the yen will top the agenda.

They will have much to discuss: the Nikkei equities index has fallen 24 per cent since the beginning of the year, more

## TURMOIL IN TOKYO MARKETS

### Japanese count the cost of capital market falls

Ian Rodger finds a desire to return to the virtuous circle of a strong yen leading to low interest rates

**M**R Shinichiro Watari, the Rolls-Royce motor car distributor in Japan, has put all his sales men on red alert.

In the wake of the surge in Japanese interest rates and the rapid slide in Japanese share prices, Mr Watari wants to hear instantly of the slightest suggestion that these events are making potential buyers hesitate about parting with the millions of yen required to buy one of his cars.

If he hears of such a tendency, he will probably begin to reduce his very expensive stocks. And if that process becomes widespread in Japan's booming retail sector, it could send the economy into a tail-spin.

"I am worried, but so far there has been no indication whatsoever of a downturn," Mr Watari said yesterday.

That, it would seem, applies to the Japanese economy as a whole, although economists are generally agreed that the sudden dramatic deterioration of capital markets in the past two months will soon begin to have an impact.

There is still no significant statistical change, but perhaps conditions have changed," Mr Masanori Miyota, an economist at the Industrial Bank of Japan said. Mr Miyota said he was now looking for real GNP growth this year of "around 4

per cent." Until this week however, the consensus among Japanese economists was closer to 4.5 per cent.

If that turns out to be the extent of the damage, the managers of the Japanese economy will be pleased. Their main concern in recent months has been over a possible resurgence of inflation. The economy has been growing at a rate above its long-term potential, which is thought to be about 4 per cent, and labour shortages have become acute in many sectors.

Inflation remains a prime worry, largely because of the persistent weakness of the yen, but economists' attention are now turning more to the prospects for the two forces that have been driving the economy forward for the past two years, corporate investment and consumer spending.

Specifically, will the rapid rise in interest rates - long-term yields have risen two full percentage points since December to about 7.4 per cent - and the 24 per cent fall in the Tokyo stock market cause companies to rein in ambitious capital spending plans? Not only is borrowing now more expensive, the slowdown in economic growth means that companies are no longer able to raise equity-related finance as easily or cheaply as they could a few weeks ago. Yesterday, six more

of very strong growth. Mr Paul Summerville, an economist at Jardine Fleming Securities in Tokyo, argues that corporate capital spending, especially by large companies, will remain strong partly because much of it is aimed at improving competitiveness, both at home and abroad.

Smaller companies, however, could soon have more difficulties raising funds. "At this rate, things are okay, but 10 per cent would be a problem," Mr Peter Morgan of Barclays de Zoete Wedd in Tokyo is less sanguine, and believes that there could be a considerable drop from the 18 per cent annual rate of growth in capital spending recorded in the fourth quarter of last year.

As for consumer spending, the annual spring wage round is putting big (for Japan) increases of 6 per cent or more into workers' pockets and the labour shortage means that jobs remain easy to find. Thus, there is little danger at the moment that any real drop in personal wealth would dampen spending.

Recent forecasts of corporate capital spending growth for the 1990-91 fiscal year have ranged from 8.5 to 9 per cent, indicating that a significant decline from the booming 17.4 per cent rise in the current fiscal year was already in store, although the actual level is still very high, coming after three years

of their horns," said Mr Masaru Yoshitomi, director general of the Economic Research Institute of the government's Economic Planning Agency.

A more murky question is whether the stock market fall will put downward pressure on Japan's bloated land prices. This could happen if a significant amount of speculative land purchases have been made using now devalued share portfolios as collateral.

So far, there is no sign of anxiety about the financial system. ("Would the same be true in America or the UK if the stock market had fallen by a quarter?" one Japanese economist wondered yesterday.)

But there have been rumours about marginal non-bank financial institutions being in trouble because of excessive land speculation. If land prices did fall significantly, economists believe that consumers would react immediately by bolstering their savings.

Much depends on the duration of the current trend towards high interest rates. "I think we are at the end of the Plaza-Plaza world," Mr Summerville says. "Japanese rates are now getting back on track, which others are doing, and for some time, as manufacturers, guided by government officials, seek to avoid trade friction with the US."

### Latest experience in the market left fund managers shaking

Tokyo following the rate rise, the yen dropped like a stone yesterday morning to a low of Y155.45 against the dollar. The currency, bonds and equities chased each other downwards.

Eventually the authorities stamped the flow - the central bank bought yen in the foreign exchange markets, adding about \$1bn to its haul of \$12bn since the beginning of the year. The Ministry of Finance bought government bonds worth Y100bn for the sixth time this year. Life insurance companies and stockbrokers bought equities in the afternoon in what appeared to be a co-ordinated move.

However, the operations highlight the limitations rather than the power of the authorities to intervene. In contrast to October 1987, when they were able to mitigate the damage done to the Tokyo market, the Central Bank and the Finance Ministry have this year been unable to stop the plunge.

The main difference seems to be that October 1987 was largely a crisis of US origin; the impact on Japan was largely psychological. This time the roots of the crisis are almost wholly Japanese.

Japan is paying the price for the economic policies it has followed since signing in September 1985 the Plaza Accord on currencies. In order to stimulate domestic demand - as agreed with the US and other G-7 countries, the Japanese authorities let interest rates fall, taking the Official Discount Rate down to a historic low of 2.5 per cent. The result was a surge in money supply growth which fuelled an unprecedented explosion in stock market and land prices.

Since last spring, the Bank of Japan has been trying to put things right by raising interest rates in the wake of foreign increases. But its room for manoeuvre has been limited by opposition from the Finance Ministry, which fears high interest rates may hit growth.

They will have much to discuss: the Nikkei equities index has fallen 24 per cent since the beginning of the year, more

## NTT president feels wrath of shareholders

By Ian Rodger in Tokyo



**Yamaguchi:** dodged questions on its 50 millionth subscriber last year. The directors have also been promoting shareholder perks, such as free telephone cards.

At their peak soon after the flotation in January 1987, NTT shares were worth more than Y1m (\$11,875) apiece. By yesterday, they had tumbled to Y1.05m, well below the initial issue price of Y1.15m.

That means every NTT shareholder, many of whom ventured into the stock market for the first time to buy the shares, is now sitting on a loss. Mr Haruo Yamaguchi, president of the giant telecommunications utility, is reaping the whirlwind, receiving endless complaints from unhappy shareholders.

"It is very unfortunate that we have come to the present situation. Maybe something was wrong all along," Mr Yamaguchi said grimly yesterday at a meeting with foreign journalists.

Apart from that, he was at a loss to explain the decline, emphasising that NTT's business performance had not worsened, and he tried to take comfort from the thought that it was "not just NTT's stock price that has gone down, we are caught up in a major currency".

Meanwhile, NTT was doing everything in its power to try to push up the price of its shares and mollify its angry shareholders. For example, the directors are hoping to win government approval to raise the annual dividend this year to 12 per cent of par value from the customary 10 per cent, ostensibly in recognition of the 100th anniversary of telecommunications in Japan, the fifth anniversary of NTT's privatisation and the company acquir-

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## OVERSEAS NEWS

## Black S African leaders condemn visit by Baker

By Patti Waldmeir in Johannesburg

**BLACK** South African leaders yesterday condemned the current visit to the country by Mr James Baker, the US Secretary of State, saying Mr Baker had given Pretoria a seal of approval it did not deserve.

However, radical blacks appear to be fighting a losing battle to see diplomatic isolation imposed on South Africa.

Mr Baker's visit is the second by a senior Western official this week: Mr Douglas Hurd, the British Foreign Secretary, met Mr F W Klerk, the President, in Cape Town on Monday.

In what has become the most intensive diplomatic round in South Africa's post-apartheid history, talks with an extraordinary range of senior ministers from around the world continued during the Namibian independence celebrations in Windhoek on Wednesday.

Mr de Klerk's meetings included sessions with Mr Eduard Shevardnadze, the Soviet Foreign Minister, and Mr Hans-Dietrich Genscher, the West German Foreign Minister.

The South African President also held talks with President Hosni Mubarak of Egypt, President José Eduardo dos Santos of Angola, President Kenneth Kaunda, the Zambian leader and Mozambique's President Joaquim Chissano.

The net effect was to undermine ANC efforts to isolate

Pretoria, which continued yesterday. A group of black opposition politicians, led by Mr Govan Mbeki, a prominent communist and member of the African National Congress (ANC), called on the US to shun the de Klerk Government until it was clear that moves to dismantle apartheid were irreversible.

Their response came after a meeting with Mr Baker in Cape Town.

On Wednesday Mr Nelson Mandela, ANC deputy president, delivered a similar hard-line message when he met Mr Baker in Windhoek. He said the US was in danger of sending a false signal to the world about Pretoria's reforms, while in fact the pillars of apartheid remained standing.

Mr Mandela held numerous meetings with officials of foreign governments while in Windhoek, but did not hold talks with Mr Hurd, who also attended the independence celebrations. The two men met briefly during an independence banquet on Wednesday night.

Mr Mandela offered a longer meeting yesterday, but Mr Hurd declined, saying he was due to return to Britain.

It was thought likely that Mr Mandela would meet Mr Hurd during a planned visit to Britain in April, and British Foreign Office officials are not ruling out a meeting with Mrs Margaret Thatcher, the Prime Minister.

The ANC wants Pretoria to release all political prisoners, declare an amnesty for exiles, repeal "repressive" laws, withdraw troops from the townships and lift the state of emergency.

Mr Jacob Zuma, an ANC executive member, led the group which included a lawyer and a member of the movement's security department.

Mr Zuma, reputed to be the ANC's director of military intelligence, once served 10 years in a South African prison for sabotage. Talks between

the South African Government and an ANC delegation led by Nelson Mandela are scheduled for talks next month with Pretoria, Mike Hall writes from Lusaka.

The ANC wants Pretoria to release all political prisoners, declare an amnesty for exiles, repeal "repressive" laws, withdraw troops from the townships and lift the state of emergency.

The rest of the delegation is expected to leave Lusaka in the next few days.

## Students change the face of Taiwanese politics

John Elliott reports on a peaceful end to a Chinese pro-democracy protest that shook the old guard



Students celebrating the success of their sit-in as they marched back to campus in Taipei yesterday unopposed. Yesterday, the main function of the conference was to flush out ideas and build up a public debate that is vigorous enough to push conservatives into the background and produce a timetable for

several years of reforms. President Lee has said that it will not only with constitutional reform, but also with possible changes in Taiwan's tortuous relationship with the mainland Chinese Govern-

ment. The agenda includes: ■ The retirement of about 690 veteran members of the National Assembly and 145 in the Legislative Yuan (parliament), who have held office for more than 40 years. Both bodies could then be filled by direct elections.

There might be a minority of national members symbolically replacing the existing veterans, who notionally represent of mainland China constituents.

■ Introduction of direct elections for the President, who at present is indirectly elected by the National Assembly.

■ Changing the balance of power between the currently strong President and a weak Cabinet and Prime Minister.

Ministerial posts might be filled with Legislative Yuan members instead of outside appointees.

■ Within the KMT, President Lee might hand over the chairmanship of the party to the Prime Minister, Mr Lee Huan. There is also pressure on the President to adopt a less aloof and more consultative personal style.

■ Holding direct elections for the mayors of Taipei and Kaohsiung, Taiwan's second city, who are at present

appointed. Such changes will run into substantial opposition from the existing group of power brokers, as well as the others who do not want to see the consequential changes that would be needed to Taiwan's 40-year-old "One China" philosophy, under which it insists it is the real ruler of the mainland.

Government spokesmen insist that there is no question of Taiwan either declaring itself formally independent of China, or of officially recognising the Peking regime.

But there will be pressure for abolition, or at least drastic amendment, of what are known as the Special Provisions. These operate a formal state of emergency in Taiwan because of Peking's "communist rebellion".

Businessmen also want Taiwan's boycott of Peking to be softened, or at least fudged, so that greater investment and trade links with the mainland can be formalised.

Mr Shau-Kong Law, a leading member of the KMT's Young Turks reformist group, says he would like Taiwan to abandon its "three nos" policy under which the government refuses to "negotiate" compromise or make contact with Peking.

## Beirut crisis over bank row ends

By Lara Marlowe in West Beirut

A COMPROMISE engineered by Lebanon's President Elias Hrawi has averted a week-long government crisis over a row between the Interior Minister and the head of the Central Bank.

Mr Elias Khazen, the Interior Minister, yesterday presented a letter of resignation to the President and the Prime Minister, Mr Salim el-Hoss, but President Hrawi refused to accept the resignation. But the internationally recognised government of Lebanon none the less remains beset with problems.

Mr el-Hoss had demanded the Interior Minister's departure after Mr Khazen dispatched four policemen and his personal bodyguards to arrest Dr Edmond Naim, the governor of Lebanon's Central Bank, on March 15. The governor was

manhandled by the men, one of his assistants was beaten over the head with a rifle and shooting broke out inside the bank.

Dr Naim is now reported to have released the \$860,000 which Mr Khazen contracted to pay Thomas de la Rue of London for the printing of 1m Lebanese passports.

The contract was at the origin of the dispute with Dr Naim.

Beirut newspapers announced yesterday that the "Khazen affair" was closed. The Hrawi Government, which was formed five months ago under the provisions of the Taif peace accords, has had great difficulty in exercising its authority. President Hrawi has not been able to take possession of the presidential Palace

at Baabda or persuade 15,000 troops still loyal to Christian General Michel Aoun to serve under his command.

President Hrawi's government has not been able to enact a "security plan" drawn up in Damascus. Many citizens of West Beirut reproach the government for its inability to provide running water or electricity since these utilities were cut by Gen Aoun at the end of January.

President Hrawi was apparently eager to forestall Mr Khazen's resignation because he has already lost two of the 14 Cabinet ministers named five months ago.

Dr Georges Saadeh, the president of the Phalange Party, resigned without ever taking up his position.

## Hungarians halt Jewish exodus flights

By Hugh Carnegie in Jerusalem

THE Hungarian airline Malev has halted extra flights to ferry emigrant Soviet Jews from Moscow to Tel Aviv after threats by an extremist Islamic group imposed by the exodus.

Censorship imposed by the Israeli authorities on details of the immigrant traffic prevented publication of the numbers hit by the Hungarian decision. But Israel has relied heavily on indirect flights via Budapest, Bucharest and other east European centres to transport the immigrants - expected to total up to 100,000 this year - because of the lack of direct Israeli-Soviet air links.

The Jewish Agency, which co-ordinates the influx, said it was dismayed by Malev's action and was trying to persuade the Hungarians to reverse it. It apparently does not affect scheduled Moscow-Budapest flights but hits special flights for Jews heading for Israel. Malev acted after a threat to attack airlines and airports involved in the traffic issued earlier this month in Beirut by Islamic Jihad for the Liberation of Palestine.

project can result in a net loss of hard currency, and foreign investors cannot enjoy privileges not available to Algerians. Outside investors can not monopolise an economic sector and capital transfers would be subject to the control of a powerful Council of Money and Credit.

Despite these restrictions the draft law is revolutionary in a country that, unlike neighbouring Morocco and Tunisia, has long resisted foreign investment as a threat to national sovereignty.

The Government was forced to withdraw a revised joint venture law from Parliament last July after deputies complained it offered too many advantages to the foreign partner. Parliament's economic commission urged adoption of the draft's key articles and deputies said it would be put up for a vote on March 26 or 27.

"The country now suffers from the piling up of debt which represents the main obstacle to pushing development activity forward," Mr Hedouci said. He said hard currency revenues this year would amount to some \$10bn, but \$7bn would be spent meeting debt payments leaving barely enough for food and other essential imports.

## Algeria to lift foreign investment restrictions

A REVOLUTIONARY finance law introduced in Algeria's parliament yesterday could allow total foreign ownership of investment projects for the first time since independence in 1962, Reuter reports from Algiers.

It would also allow foreign banks and investment institutions to open branches in the country.

Mr Ghazi Hedouci, the Economy Minister, told Parliament it was the last and most important in a series of economic reforms designed to pull the country out of crisis.

Saddled with a \$24bn (215bn) foreign debt, hit by falling oil and gas revenues and troubled by social unrest, socialist Algeria proposes to give foreign investors unprecedented freedoms.

"Non-residents are authorised to transfer capital into Algeria to finance any economic activity not explicitly reserved for the state," says the draft law.

Under current law foreign investment can only be in the framework of joint ventures 51 per cent controlled by an Algerian state partner.

The draft law says foreign investment must be directed into projects that create jobs and transfer technology. No

## ANC prepares ground for talks

THREE senior African National Congress (ANC) officials flew to South Africa yesterday to prepare the ground for talks next month with Pretoria, Mike Hall writes from Lusaka.

The ANC wants Pretoria to release all political prisoners, declare an amnesty for exiles, repeal "repressive" laws, withdraw troops from the townships and lift the state of emergency.

Mr Jacob Zuma, an ANC executive member, led the group which included a lawyer and a member of the movement's security department.

Mr Zuma, reputed to be the ANC's director of military intelligence, once served 10 years in a South African prison for sabotage. Talks between

DAI-ICHI KANGYO BANK

## DKB ECONOMIC REPORT

March 1990: Vol. 20 No. 3

## Japanese Economy Under Tight Monetary Policy

In the current state of the Japanese economy, domestic demand has been growing steadily on the back of continued capital investment and recovered consumer spending.

Corporate investment in plant and equipment, a main locomotive in the economic boom since 1988, has been growing steadily. Survey results on business activity announced by the Economic Planning Agency early in February showed that capital investment by firms with capital of 100 million yen or more grew 8.0% in the October-December 1989 quarter over the previous quarter. Such investment is projected to grow 5.0% in the January-March 1990 quarter.

Consumer spending began recovering in the early fall of 1989, after a sluggish movement shortly after the introduction of the consumption tax in April 1989.

According to a household survey conducted by the Management and Coordination Agency, household consumption expenditures grew by 2.1% in nominal terms in July-September 1989 over a year earlier (a negative 0.6% in real terms) and 4.3% in October-November 1989 (a positive 1.7%).

Meanwhile, export growth has slackened rapidly. Year-to-year growth in volume of exports slowed from 4.7% in the July-September 1989 quarter to a negative 0.1% in the October-December 1989 quarter (a negative 0.9% in December).

In particular, exports to the U.S. fell sharply. Sales to China and the Asian Newly Industrializing Economies (NIEs) also declined. The lackluster performance stemmed largely from an economic slowdown in these nations. Growth in exports of automobiles and other durable consumer goods has dropped sharply (chart).

### Growth in Industrial Production Slows

Year-to-year growth of industrial production has slackened since peaking during January-March 1988 and year-to-

year growth of shipments has also slackened since April-June 1988. For the October-December 1989 quarter, production growth fell to 4.1% from the 6.1% registered in July-September 1989, while growth in shipments fell to 3.5% from 5.5%. The drops reflect increased imports and the slowdown in export growth.

Year-to-year growth in import volume rose to 9.0% in October-December 1989 from 7.6% in July-September 1989. In particular, growth of durable consumer good imports was an estimated 40% in volume, with capital goods increasing 20%.

The ratios of the import value of such goods to overall domestic production remain low, but they have been increasing steadily.

### Impact of Higher Interest Rates

Small future developments in the economy depend largely on two factors: the effect of tightening credit and the outlook for exports.

Given that a rise in the official discount rate represents a beginning of credit tightening, the most recent one began in May 1989. The previous rounds of tight credit began in April 1979 and April 1973. The economy entered a downturn three quarters after the April 1979 credit tightening and two quarters after the April 1973 monetary restraint.

In the latest round, however, the economy has expanded in the three quarters since May 1989. This is due in part to the fact that (1) prices have yet to rise sharply, as they did in the previous phases of tight credit both in the oil crises, and there has been no major cause other than a monetary restriction to dampen the ongoing economic expansion, (2) the diffusion pace of the latest tightening is much more gradual than those of the previous two occasions, (3) the current short- and long-term interest rates are lower than those during previous tightenings, and (4) major corpora-

### Sharp Slowdown Seen in Exports

Export volume (year-on-year growth)

Main regions (year-on-year change)

U.S.-bound Asia NIEs-bound

China-bound

(Source) The Ministry of Finance

Year-on-year growth of shipments has also slackened since April-June 1988. For the October-December 1989 quarter, growth fell to 3.5% from 5.5%. The drops reflect increased imports and the slowdown in export growth.

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portions' ratios of financial costs to sales at the beginning of tightening are currently 2.1%, compared with 2.6% and 3.0% in the previous periods. This reflects corporations' higher equity ratios.

Examining the second factor in detail, money supply growth stays at a high level, with the Marshallian k moving almost level. Companies' liquid assets on hand remain high.

Under these circumstances, the effect of the latest round of credit tightening seems small, although it may rather slow the expansionary tempo of the economy.

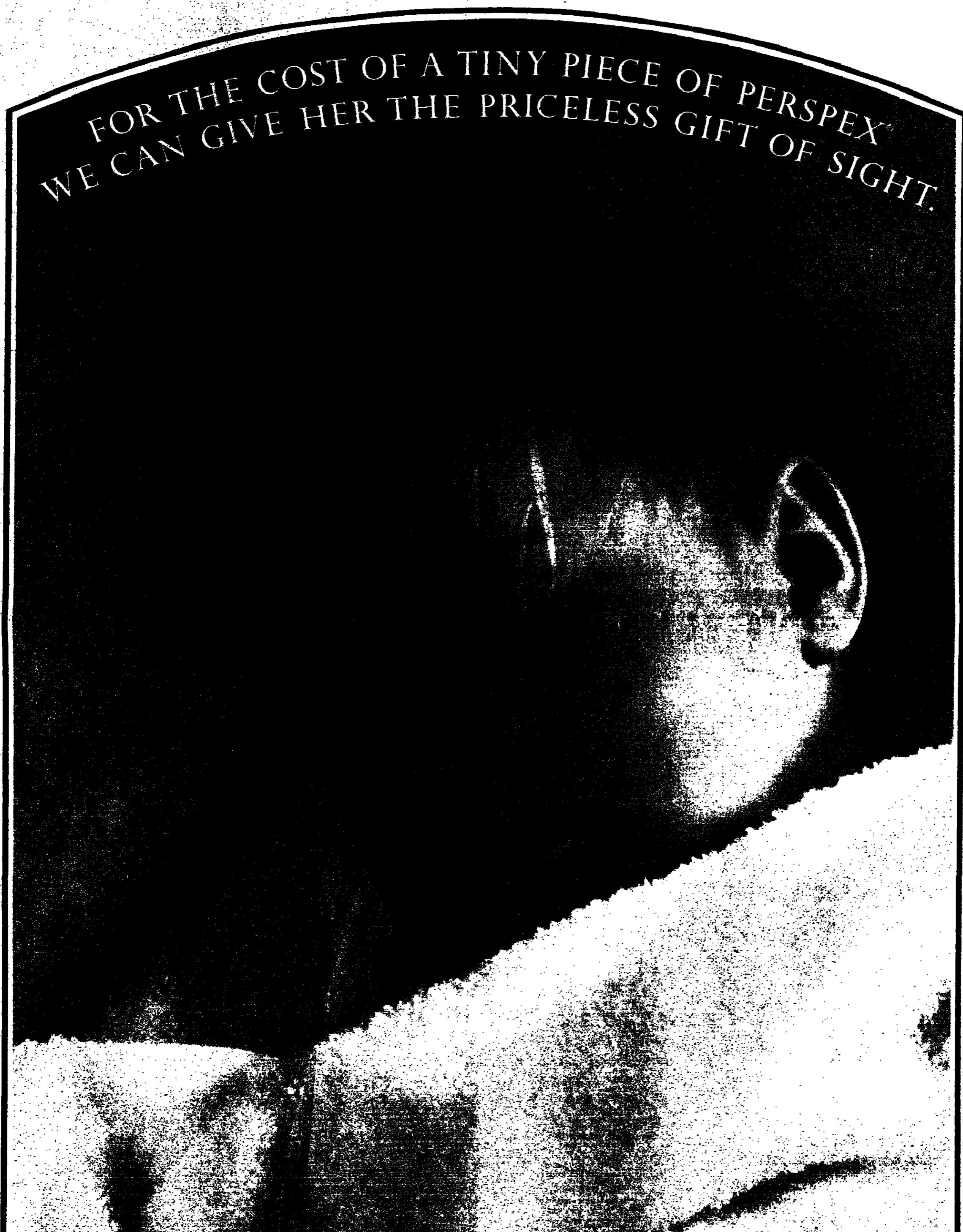
### Export Growth May Slacken

The outlook for exports is affected largely by U.S. economic trends, since the U.S. accounts for one-third of Japan's overall exports and U.S. economic trends have far-reaching effects on the economies of the Asian NIEs which account for one-fifth of Japan's total exports.

The Japanese economy seems unlikely to move downward in the immediate future in view of strong domestic demand. However, exports to the U.S. are expected to remain sluggish for the time being.

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## OVERSEAS NEWS

## UN mediates in Western Sahara

Francis Ghiles examines Javier Perez de Cuellar's chances of breaking a deadlock between the Polisario Front and Morocco

**F**inding a solution to the conflict over the status of the former Spanish colony of the Western Sahara which has, for the past 15 years pitted Morocco against the Polisario Front, is proving as elusive as ever.

The current phase of the dispute goes back to February 1976, when Spanish administration of the phosphate-rich territory formally came to an end. The next day an assembly convened by the Front proclaimed the independence of the Sahrawi Arab Democratic Republic in defiance of Morocco's claim on the territory. The war between Morocco and the Polisario has continued ever since, despite repeated UN initiatives.

Mr Javier Perez de Cuellar, UN Secretary-General, is due to arrive in Morocco today on the first leg of a visit to North Africa intended to breathe fresh life into the mediation efforts he launched 18 months ago. The efforts stalled last October after Polisario guerrillas launched heavy attacks against the more than 100,000 Moroccan forces stationed in the territory, mainly to protect its vital phosphate mines. Hundreds died on both sides.

Earlier this year, Mr Perez de Cuellar appointed a new special envoy, senior Swiss diplomat Mr Johannes Manz, to try to bring the two sides to the negotiating table. It is, however, far from clear that King Hassan of Morocco wishes to negotiate.

After meeting Polisario leaders in Marrakesh 14 months ago, the monarch insisted he was prepared "to discuss but not to negotiate" with the Saharawis. Polisario leaders



Polisario Front nomads pause during a lull in their guerrilla war with Morocco for control of the mineral rich Western Sahara

who the King until then had referred to as "Algerian mercenaries" and later as "wayward subjects" - argued that meeting the King was tantamount to "negotiating".

Despite the argument, which at first seemed purely semantic, senior UN officials and many observers agreed that the omens were good.

By June however, despite a visit by Mr Perez de Cuellar to Rabat, Algiers and the Polisario refugee camps, relations had soured. Polisario's offer to free 3,000 Moroccan prisoners was turned down by Morocco which told the Red Cross and

and the Polisario agree on the need for a referendum in which the people of Western Sahara would choose between independence and some form of association with Morocco.

But there are sharp differences about the conditions in which it should take place.

The Saharan leader, Mr Mohammed Abdelaziz, recently took a harder line than hitherto over the need for all Moroccan officials and military personnel to withdraw before the vote.

For the Moroccans there is no question of their presence being significantly reduced, even momentarily. As for the question of who would be entitled to vote, Polisario claims that more than 165,000 "refugees" are living in Algeria, a figure disputed by Morocco - much progress has been made since last year.

Algerian leaders undoubtedly want a solution to the Sahara conflict and are anxious to build on recently improved relations with Morocco.

But that does not mean they are about to ditch Polisario, which they have steadfastly supported.

The founding treaty of the Arab Maghreb Union - signed in February 1989 by Algeria, Libya, Mauritania, Morocco and Tunisia - forbids any of its members from tolerating activities detrimental to the security of another.

But Polisario attacks within the Western Sahara cannot be construed as violating that treaty so long as Morocco's presence in the territory has not been legitimised by the UN and the OAU.

## Tunisia proposes EC recycles African debt

**T**UNISIAN Foreign Minister Ismail Khelil proposed yesterday that the European Community recycle debts repaid by North African countries and use them to tackle the problem of youth unemployment in the region.

Mr Khelil told a seminar in Tunis that youth unemployment was the root cause of migration from the countryside to North African cities and from North Africa to

Europe. "The real remedy to the problem of emigration is not, in my opinion, to adopt policies to control people administratively, but is linked instead to a question of regional development and job creation," he said.

North African countries have traditionally seen migration to Europe as a short-term answer to the problem of local unemployment and are concerned at declining demand for North African workers, coupled with tighter immigration rules.

The three largest North African countries, Algeria, Morocco and Tunisia, have unemployment rates of at least 15 per cent, heavily weighted towards the young end of the population.

Jobless youngsters are seen as a factor for political instability and usually make up the majority in any riots or street demonstrations.

Mr Khelil said, "One can imagine the creation of a Maghreb-European Community fund which would be fed in part by debt repayments according to rules to be jointly defined."

"This fund would serve to finance regional development programmes and to combat youth unemployment."

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## UK NEWS

**Opposition Labour Party on course for historic poll victory in the English Midlands**

**Setback over tax adds to by-election gloom**

By Philip Stephens, Political Editor

An embarrassing climbdown over the new local government poll tax delivered a further jolt to the Government's shaky confidence yesterday as the opposition Labour Party prepared to celebrate a spectacular victory in what is seen as a crucial by-election.

After a series of hurried ministerial meetings, the Government announced that it would provide £4m for poll tax payers in Scotland to ensure that they would not be discriminated against by changes to the rebate scheme unveiled in this week's budget.

The announcement followed intense speculation at Westminster that Mr Malcolm Rifkind, the Scottish Secretary, had been prepared to resign if the concession had not been agreed by Mrs Margaret Thatcher, the Prime Minister. It came as Labour confidently predicted that the result



Malcolm Rifkind

due early today of the Mid-Shropshire by-election would show that it would comfortably overturn what would once have been an impregnable Government majority of 14,600.

That would represent its largest victory since it took Liverpool, Wavertree from the Conservatives in 1955 and would overshadow the budget and deepen the gloom among Tory MPs in the run up to the May local elections.

In apparent anticipation of renewed speculation that the party's troubles might prompt a challenge to Mrs Margaret Thatcher, the executive of the party's backbench 1922 committee last night announced new rules for the conduct of the annual leadership election.

The executive said that in future the two sponsors required by any candidate in the contest would be obliged to reveal their identity. The

anonymity, was subsequently forced to his constituency party to go down as a candidate at the general election.

The MP rejected a suggestion, however, that the number of sponsors required for any challenge increased to 10 per cent of a 375-strong parliamentary party. Senior members warned that such a change could convey the impression that the party was

when the tax comes into effect in England and Wales next month.

Amid almost universal condemnation of the Government's stance in Scotland, many Tory MPs joined with the opposition in demanding that the benefits be made retrospective there, where the poll tax has been in operation for nearly a year.

Mrs Thatcher, who was taunted in the House of Commons over the issue by Mr Neil Kinnock, the Labour leader, looked distinctly unnerved when she announced the concession. She insisted that it set no precedent.

Senior ministers openly acknowledged that they had been caught completely unawares by the fury which followed the announcement of a more generous rebate system

change, which follows the decision last year of Sir Anthony Meyer to challenge Mrs Thatcher, is designed to deter any further contests before the general election. Sir Anthony, whose sponsors remained

unrevealed, was caught completely unawares by the fury which followed the announcement of a more generous rebate system

## The Scottish dimension in UK politics

**Poll tax aggravates ancient misunderstandings write Alison Smith and James Buxton**

The Government's failure to anticipate anger in Edinburgh and Glasgow over the new local government poll tax, provides a graphic example of its inability to comprehend the Scottish dimension in British politics.

The budget announcement of financial concessions to poll tax payers in England and Wales failed to take into account the fact that the tax had already been levied north of the border: the latest *faux pas* in Westminster's relations with the Scots.

Even after yesterday's concession of "ex gratia" payments to some Scottish poll tax payers for 1989/90, there is room to doubt London's handling of the complex, and often passionate, issues in the far north of Britain.

While Mr Tedd Taylor, the Tory MP for Southend East, attributed the misjudgement to the secrecy of budget decisions even within Government, opposition MPs see it as symptomatic of the Government's handling of Scottish affairs in general.

Arguably both the Govern-

ment and the Scots have suffered from the survival of only 10 Tory MPs in Scotland in 1987 among 72 Scottish seats. 42 are Labour, 9 are Liberal Democrat and four are Scottish National Party.

Four of the Tory MPs are ministers, and Mr George Younger, the former defence secretary, has been effectively a "non-player", especially since announcing his decision not to stand at the next election.

Of the five other Scottish Tory backbenchers, Scottish lobbying organisations say only two are useful channels of information. But because Mr Alick Buchanan-Smith and Mr Alan Stewart cannot be persuaded on every issue, the organisations say that Scottish ministers are partially cut off from Scottish opinion.

Mr Hamish Morrison, head of the Scottish Council Development and Industry which lobbies for economic development, says that the lack of MPs means that there are too few people to deal with ministers, as well as to press the case for Scotland with fellow Tory MPs. Though Mr Dewar will not

be drawn into personal criticism of Mr Rifkind, others contrast his performance unfavourably with that of his predecessor, Mr Younger, or Mr Peter Walker, the Welsh Secretary.

Mr Dewar speaks of him as a "prisoner", and says that he has been undermined by the appointment of Mr Michael Forsyth, one of his junior ministers, as chairman of the Tory party in Scotland.

Mr Jim Sillars, the Scottish National Party MP for Glasgow Govan, is more outspoken about Mr Rifkind's position: "He's a seriously disabled Secretary of State in Scotland and, I suspect, in Cabinet as well".

Mr Rifkind is seen as a brilliant advocate and an attractive figure, but also as lacking the political weight to stand up to senior colleagues. He is relatively new to the House of Commons, and is relatively young (43), and this is his first cabinet post.

The combination of a minister who is not "street-wise" and a minimal Government backbench leads to complaints that the Scottish Office "cannot deliver". One senior figure

in the Scottish financial community said that "it is most recent example of this most delay in floating the Scottish electricity company - despite the fact that they have been ready for privatisation for months."

The list of such issues, which Scottish ministers are perceived to have failed to include education, which in 1988 a leaked letter from Downing Street insisted that Scotland would have powers for schools to be self-governed whether they were wanted or not.

Only the level of expenditure and the Government's decision not to change British summer-time arrangements, are readily cited even by loyal Tories as recent Scottish ministerial successes.

But opposition MPs' belief that Scottish interests are either forgotten or deliberately opposed, extends to MPs as well as to ministers.

The refusal of the Government to set up a select committee of MPs on Scottish affairs arose originally because Scottish Tory backbenchers refused

to serve on that committee. And there is still resentment that while just over a dozen Tory MPs voted against the second reading of the bill imposing the poll tax in England and Wales, none of them rebelled on the earlier legislation introducing it in Scotland.

The participation of English MPs in Scottish questions in the Commons is also seen as an insult, eating away at time which is already in short supply.

Though Scottish MPs may find it difficult to convince Westminster colleagues of the vehemence of Scottish opinion, the strategy of more Thatcherism for those who seem to do it least, may yield to the responsive attitude shown by Mr Rifkind yesterday.

It is so, as Mr Dewar put it, "from the reaction over the last few days 'We're in Scotland' - to use the phrase of the Prime Minister is so fond of - we have anyone left".

The announcement means that the Government will have to amend the Education (Student Loans) Bill, which will be debated further on Monday in the House of Lords.

The detailed arrangements will be discussed with representatives of the institutions shortly, and will be set out in regulations.

The bill will not receive Royal Assent before the end of March but should still become law by the time Parliament starts the Easter recess early next month.

cated in a discussion document

its preference for a version of M2, the measure of notes, coin and transaction balances with banks and building societies, that would be compatible with M4, the broad measure of money supply that embraces bank and building society deposits, including sterling certificates of deposit and other sterling paper issues of up to five years maturity.

It also suggested that thought should be given to developing a measure of money held by the personal sector.

The Bank took issue with those analysts in the City who have argued for weighted measures of money known as Divisia indices, saying there were considerable difficulties in the construction and interpretation of these indices.

*Monetary Aggregates in a Changing Environment Paper, available from the Economics Division, Bank of England, London EC2R 8AH.*

## Bank opens debate on development of money supply data

By Peter Norman, Economics Correspondent

THE Bank of England yesterday initiated a public debate aimed at developing clearer monetary aggregates with help guide economic policy making in Britain.

It invited comments by the end of May on how best to define money other than M0, the narrow measure of money supply that consists mainly of notes and coins in circulation, the growth of which is targeted by the Treasury.

The Bank exercise was prompted in part by the impact on UK monetary statistics of the conversion to bank status last year of Abbey National, the former building society.

It also aims to take account of the many new products introduced in recent years by banks, building societies and other financial institutions, such as interest bearing current accounts, as well as changes in regulations for sterling commercial paper and other sterling capital market issues in the 1989 budget.

The Bank yesterday indicated

## Cold War spies urged to embrace humanism

By John Lloyd,  
East Europe Editor

THE Soviet Embassy in London yesterday proposed that the security services of East and West should be guided by the rules of logic, humanism and common sense.

This unprecedented suggestion followed two other surprises.

First Mr Grigory Karasin, a counsellor at the embassy, admitted that one of his predecessors had been a senior official of the Committee of State Security, or KGB. Then he went on to say that even so, he was not important.

The occasion for these announcements was a press conference called to respond to articles by and interviews with Mr Oleg Gordievsky, the former KGB station chief in London, who was an informant to Danish and British intelligence for more than a decade before he defected to the UK in 1985. He was brought out of the Soviet Union by British agents, having been recalled under suspicion, for intensive interrogation.

Mr Gordievsky has emerged in the past three months to give interviews and write articles.

Mr Karasin's main object, he said, was to sketch the "exploitation" of Mr Gordievsky by "some in Britain who don't favour the present developments in the Soviet-British relations and are trying to cast a shadow over constructive dialogue between Moscow and London."

He said that Mr Gordievsky was still technically a Soviet citizen, but that his wife, still living in Moscow with their two children, had divorced him.

Asked if he would confirm that Mr Gordievsky had been a spy, he said reasonably that "it would be foolish to deny it." Everybody had spies he said, and of course "there are different means of acquiring interesting information - like meeting people."

But the Soviet "representatives" here now were in no cases "engaged in harming the national security interests of the UK or in harming bilateral relations."

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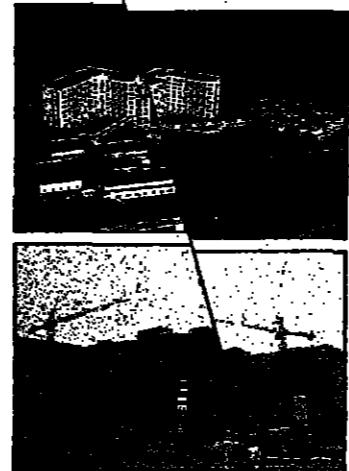
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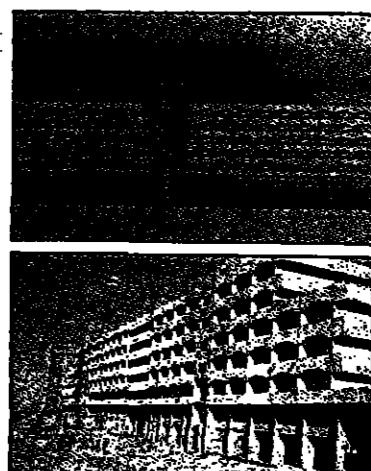
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JULY 1990

Cold War  
spies urge  
to embrace  
humanism

By John Lloyd

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**GUINNESS TRIAL****Lawyers were 'thorn in side' to Saunders**

By Raymond Hughes, Law Courts Correspondent

CITY of London solicitors Freshfields were replaced, as Guinness's lawyers because Mr Ernest Saunders, the company's chairman and chief executive, wanted to remove "lawyers who were increasingly becoming a thorn in his side," it was claimed at the Guinness trial yesterday.

The claim was made by Mr Ian Taylor, the Freshfields partner who acted for Guinness in relation to the Department of Trade and Industry for part of the investigation into Guinness.

Mr Saunders, Mr Gerald Ronson, Heron group chairman, Mr Anthony Parnes, a City stockbroker, and Sir Jack Lyons, the millionaire financier, deny charges arising from an allegedly unlawful share support operation mounted by Guinness during its takeover battle for Distillers in 1986.

Mr John Chadwick, prosecuting, said that Mr Saunders had said that Freshfields should be replaced and that when the mechanics of the takeover by Freshfields to Kingsley Napley had been discussed Sir David Napley had suggested that the inspectors should be told Freshfields had resigned.

The trial continues today.

**London hears verdict on East German power stations**

By David Fishlock, Science Editor

EAST German power stations are in poor shape, often obsolete, uneconomic and devoid of any environmental control, a West German industrialist told British energy industry executives in London.

Dr Hans Kramer, chairman of the executive board of Steag, the Essen-based energy group, who has been in East Berlin earlier this week, told the Energy Industries Club that East Germany's dependence on lignite had left virtually irreparable scars on the countryside.

Of a total of 24,000 megawatts of East German power, 17,000 MW were fuelled by lignite (brown coal), obtained by open-cast mining.

A uranium mining joint venture near Zwischen, run jointly by the USSR and East Germany, had left 40m tonnes of radioactive sludge lying unshielded in sand pits.

Dr Kramer appealed to West European energy industries to see economic aid for East Germany not as an opportunity to jockey for position, but "primarily as a humanitarian task for all of us."

Dr Kramer said Steag was embarking on a DM1.2bn programme to develop multi-fuel power station of about 500MW capacity, able to burn not only various grades of coal but fuels made from such wastes as refuse, sewage sludge, gases and oils.

It planned both to use it as a power generator and to market the technology, he said. The four-year project depended on the development of a new boiler large enough to accommodate fuels of low calorific value, but consuming them at a temperature high enough to completely destroy toxic wastes such as dioxins.

**Arson rise blamed partly on economic downturn**

By Patrick Cockburn

ARSON is the main cause of big fires, the Fire Protection Association (FPA) said yesterday after analysing data on 176 fires in the 12 months to August 1989.

The Association of British Insurers (ABI) said the economic downturn was partly responsible for an increase in arson. It said small businesses in difficulty sometimes burned down their own premises.

The ABI said it wanted to establish an arson bureau to monitor and suggest remedies against the deliberate burning down of premises.

Rise to 24.5 per cent from 22.5% last year in the cost of damage caused by fires on commercial premises, the ABI said. Each quarter last year saw a surge in insurance claims from household fires, which caught insurance companies by surprise and which they were unable to explain.

Household losses showed a smaller increase from £170.5m to £200.5m in 1988, but companies say they now believe they are seeing a sharp increase in fraud in other areas, such as motor, construction and plant.

The ABI said that was best accounted for by the deteriorating economic climate.

Arson was the main single identifiable cause in 1989 of fires in the UK where losses were more than £250,000, according to the FPA.

In 39 per cent of the cases where the reason for the fire is known, arson was identified as the cause of the blaze. Malfunctioning electrical equipment was held responsible for 25 per cent of fires and cigarettes and matches for 11 per cent.

The figures come from a 12-month analysis of 176 fires between September 1988 and August 1989.

**UK NEWS****Seeking a nation of shareholders**

Richard Waters looks at moves to encourage the small investor

**T**he abolition of stamp duty on share transactions, announced in the Budget on Tuesday, caps a series of initiatives which point to lower costs and a better deal for private shareholders.

But much more will need to be done before the nation of active capitalists of which the Tory party dreams comes to pass.

Superficially, share owner figures seem to suggest that the battle has already been won. A survey from the Stock Exchange and Treasury this week showed that one in four adults owns shares, up from one in five a year ago, or 11m people.

Millions of new investors have been drawn in to direct equity investment by the privatisations of recent years, the growth in employee share schemes and the flotation of the Abbey National last year.

This bright picture is contradicted, however, by an overall fall in individual share ownership.

About 30 years ago individuals owned more than half of the stock market. Now they own just 20 per cent – considerably less even than the 28 per cent at the start of the 1990s.

The disparity arises because, while share ownership has spread wider, it has not spread deeper. The survey this week, and a similar exercise by the Confederation of British Industry last month, shows that 60 per cent of shareholders, or 6.6m people, own shares in only one company. Only 14 per cent have a portfolio of four or more.

The disparity also arises because, while share ownership has spread wider, it has not spread deeper. The survey this week, and a similar exercise by the Confederation of British Industry last month, shows that 60 per cent of shareholders, or 6.6m people, own shares in only one company. Only 14 per cent have a portfolio of four or more.

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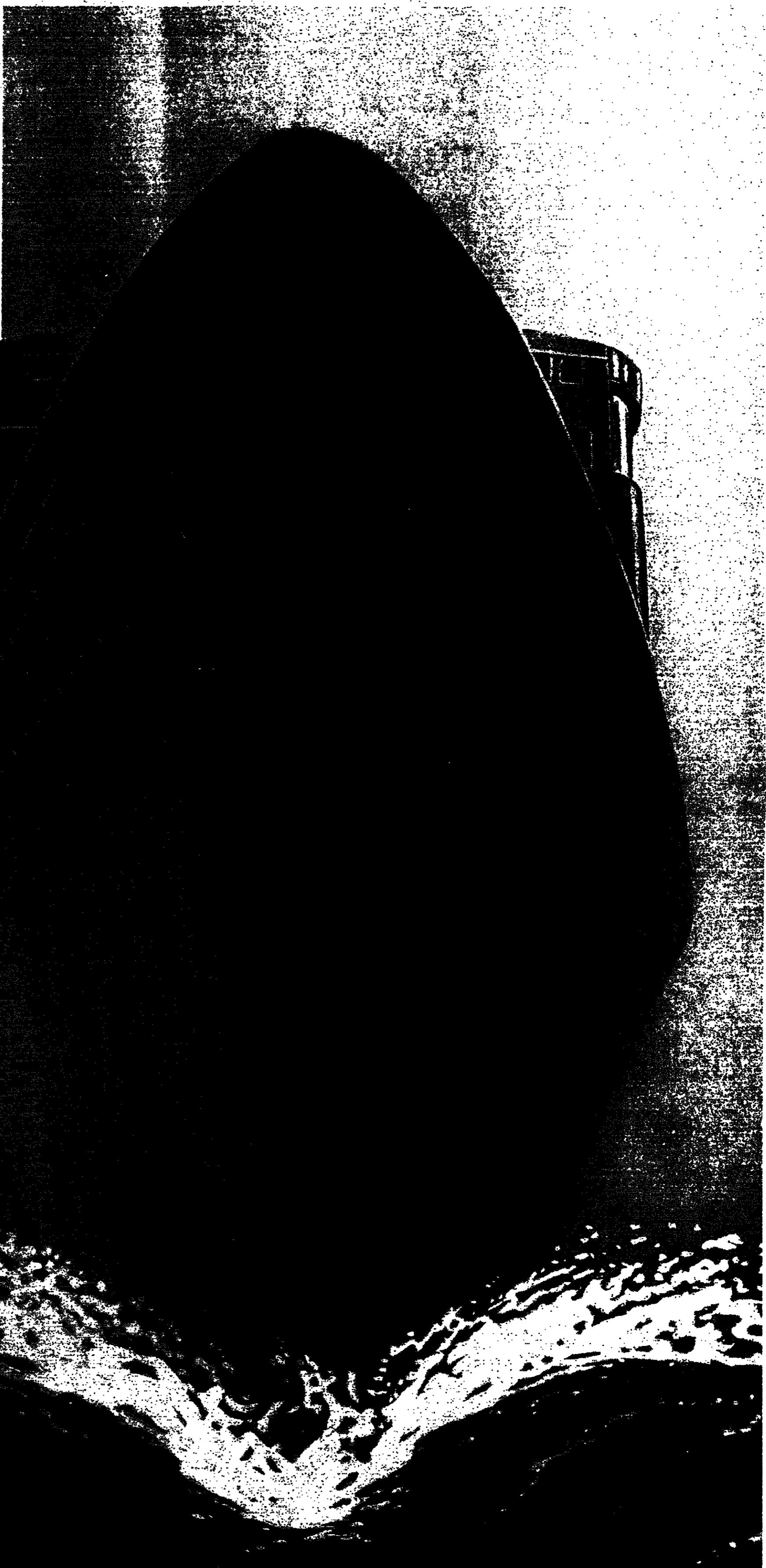
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## TECHNOLOGY

**A** new technique in fire prediction, called computational fire dynamics, could soon allow people to conduct computerised experiments right at their desks. The aim is to allow the development of a fire to be predicted in safe conditions, thereby minimising the risk of damage.

Computational fire dynamics is a variation of computational fluid dynamics, which uses computers to understand how fluids move (gases, as well as liquids, are considered fluids). The technique involves no smoke or fire and can be applied to buildings of any shape, to transportation vehicles and other civil engineering projects.

The technique could replace the usual practice of deliberately setting fire to a representative room, factory, warehouse or other building to assess the effect of a blaze. It has the potential to reduce the 1,000 fatalities and 13,000 injuries from fire each year in the UK and to cut the cost of damage, which rose from £550m in 1988 to £800m last year. Nearly £60m of last year's figure was attributable to fires in industry and commerce.

Geoff Cox, head of fire dynamics at the UK Fire Research Station at Borehamwood, near London, says: "The development of techniques for fire prediction is currently the most significant work in fire research."

Computational fire dynamics involves a three-dimensional computer graphic that predicts how a fire will develop and how designers could change the shape of a new building, or its internal arrangements, to reduce the risk of a fire spreading.

It is possible to understand how fluids interact by using mathematical equations, which describe the motion, mass, momentum and energy of a fluid. These equations have been known for more than 20 years, but they were not readily solvable before the advent of sophisticated computers. The best that scientists and engineers could hope for were approximations.

Computers enable scientists to analyse the flow and interaction of a fluid through the use of programs that divide a volume of fluid, such as a room filled with smoke, into tens of thousands of little boxes. This gives the scientists a good idea of how the fluid is behaving in each

Lynton McLain reports on how computerised fire prediction can lead to the design of safer buildings

## Extinguish the dangerous risk

box and from one box to the next. The pattern of smoke and flame movements from a fire can be modelled mathematically over the whole volume of a room or building.

Computational fluid dynamics has been used to help engineers understand the airflow over aircraft wings, and to understand the flow of gases in an engine. But it can be used to understand the flow of any fluid in any space. Pilkington is using computational fluid dynamics to help design more efficient glass furnaces. It can also improve the design of power station boilers, gas turbines and cement kilns.

The technique was developed by the Fire Research Station - which is one of the largest fire research establishments in the world - using a system known as Jasmine (Analysis of Smoke Movements in Enclosures). Jasmine was developed with Cham, a software and engineering consultancy, and has been used to help predict fire behaviour inside buildings and other enclosed spaces.

The London Borough of Wandsworth commissioned the Fire Research Station to carry out a predictive study of fire in the proposed conversion of the disused Battersea power station. The study showed at which point in a fire the smoke detectors would operate.

Jasmine provides predictions within the volume of a building or compartment in time, temperature, air and smoke densities, pressures, gas velocities and chemical composition. It also provides estimates of wall surface temperatures. The geometry of the structure, the thermal properties of its boundaries, the ventilation, and/or heating conditions prior to and during the fire are fed into Jasmine. The consequences of a fire will be displayed in colour on the screen.

Although computational fire dynamics provides a good model for predicting flame spread, Cox explains that more effort is needed to understand



Experimental warehouse fire shows the moment of flashover

the flammability of materials subjected to thermal radiation.

Computational fire dynamics also has the potential to predict the flashover point in a fire. This is the point when a fire becomes all consuming, with spontaneous combustion of everything that can burn. Further research is needed on the mathematics of flashover, however, before it can be made directly usable by architects.

The flashover phenomenon was illustrated best at the King's Cross underground station in London in November 1987. Thirty-one people were killed when flames spontaneously ignited almost everything up a wooden escalator and into the ticket hall. Other flashover fires included the blaze at the MGM Plaza hotel and casino in Las Vegas in 1980; the Stardust disco disaster in Dublin in 1981 and the Bradford Football Stadium fire in 1985.

Fred Lockwood, a reader in mechanical engineering at Imperial College of Science, Technology and Medicine at the University of London, has studied the computation of the flashover phenomenon. He has

shown that the computational fluid dynamics model of a fire corresponds closely with experimental results, using data from tests in specially constructed fire rooms of the Swedish National Testing Institute, and at the US Lawrence Livermore National Laboratory. According to Lockwood: "A critical parameter in building design and fire evacuation procedures is the duration of time between initiation of a fire and flashover."

A computational technique developed at Imperial College to predict flashover found that the flashover occurred at about 10% minutes with a temperature of 400 deg C in the middle of a test room. The ceiling temperature above the fire source was close to 1,000 deg C.

A complete description of the way the various physical processes influence flashover is not yet available, but Lockwood says an important factor is the heat transfer from the fire to the surroundings by thermal radiation.

This radiation is thought to become increasingly important as the thickness of the smoke layer increases, especially when there is soot present. The layer of soot and smoke becomes a perfect radiator of heat, capable of spontaneously igniting combustible material far removed from the fire. Lockwood says that computational fluid dynamics could help understand fire problems in the Channel Tunnel. The most serious risk there is likely to be smoke flow, he says.

One problem the fire predictors are studying is how to speed up the complex computational process involved in solving fluid dynamics equations. Cox says that a typical simulation takes tens of hours of calculation on a VAX 11/780 computer. With fluid flow and interactions being so complicated, higher computing speeds are needed for full commercial application of fire prediction.

He says that transputers, which have memory and computing power on a single chip, could be used to speed up the sums by restructuring the mathematics from doing one operation after another, to doing several calculations simultaneously.

It will then be likely that fire prediction will join aerodynamics in being able to abandon physical tests. The aerospace industry is already using what Cox calls the "numerical wind tunnel." The days of the deliberate, experimental fire may also be numbered.

A UK consortium is launching a research project to apply artificial intelligence to design. The idea is to produce the kernel of an AI system which would be useful in the early stages of the design process - an area that is not well covered by existing computer-aided design (CAD) tools.

The project, called Castlemaine, will build on research on AI in design that Tim Smithers and colleagues have been carrying out at Edinburgh University since 1984. Logica Cambridge, the computer software company's research subsidiary, will lead the consortium. The Government is providing funds through the Department of Trade and Industry and the Science and Engineering Research Council.

The other industrial participants - British Biotechnology of Oxford and CamAxys of Cambridge - have extensive experience of chemical and drug design. Castlemaine will be tested first for designing small molecules for the pharmaceutical industry. Logica plans then to test the system's versatility by applying it to the

more effective chemical patent protection and faster methods of selecting potentially useful drugs are being developed at Sheffield University.

Until recently, computer-based chemical databases have only been able to handle single compounds. But many companies patent generic compounds, a potentially infinite family of compounds of which the patentee may have only made one or two.

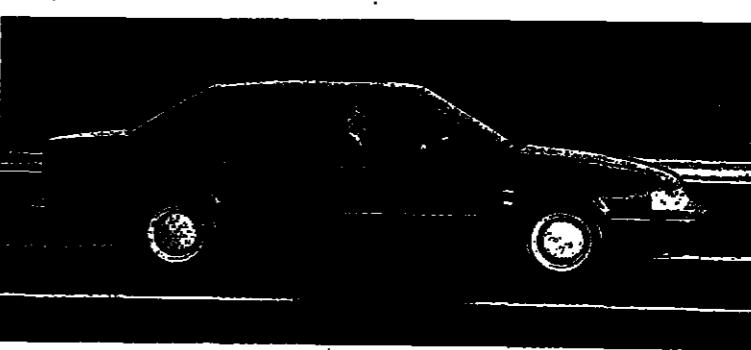
A great deal of time and skill is needed to check new compounds to ensure that they are not variants on a generic compound already patented, according to Mike Lynch, Professor of Information Science. For 10 years he and his colleagues have been developing a way to computerise the process. They are able to represent, store and search these generic structures by computer and have developed a retrieval system usable by ordinary chemists without specialised training.

International Documentation

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## Artificial intelligence has designs on drugs

would provide them with advice based on the combined experience of many previous pharmaceutical designers.

British Biotechnology gives two examples where the Castlemaine Project could help. It could alert the designer to potential interactions between a new molecule and non-targeted receptor sites which he or she might not have thought about. And it could warn that a particular molecule was not worth pursuing because there was no viable synthesis for it.

All participants in Castlemaine agree that it is important for the system to work with standard CAD software and hardware. Too many AI research projects have been handicapped when it comes to practical application because they require special equipment.

And why is the project called Castlemaine? The answer is related to a well-known advertisement for an Australian beer. The participants could not think of a good name when they had to fill in the grant applications forms, so they put in XXXX.

Clive Cookson

themselves to a similar shape on the protein, making them biologically active.

But with tens of thousands of compounds and very complex structures, it is hard to match shapes. Peter Willett and his colleagues from the Departments of Information Studies and Molecular Biology and Biotechnology have developed a system which could allow this matching to take place on computer.

Drawing upon graph theoretical techniques, which consider objects and relationships between pairs of them, the computer searches for patterns in proteins. The program - protein on-line sub-structure searching-Ullmann method (Possum) - runs on a DEC Microvax computer.

Willett also believes that analogous graph techniques could be applied to represent carbohydrate structures, offering chemical manufacturers opportunities for developing new products.

Geoff Tansey

**Don't believe them.**

There are about 1,900 car models in the world.

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..... engineered, featuring .....  
technology. Their ..... running engines,  
..... with power, offer .....  
acceleration and ..... fuel-efficiency.

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superbly ..... matchless  
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smooth ..... breathtaking

**Don't believe us.**

**SAAB**

## MANAGEMENT: Re-shaping BP

After five months as a "fly-on-the-wall" in the oil group, Christopher Lorenz relates how it thrashed out a new organisational strategy

**I**t is a deceptively peaceful scene. From a deserted hotel terrace alongside the River Thames in rural Buckinghamshire, the only sounds to be heard are the rushing of water and the muted clattering of workmen repairing a church on the opposite bank.

Inside the hotel, the atmosphere is altogether different. Top businessmen bustle about in a state of visible nervousness, or stand chatting quietly in tense tones. They are waiting for the curtain to go up on a corporate drama of considerable moment.

As the call comes to move into the conference room, the church bell seems to sense the occasion, and tolls three times.

What is at stake over the next 24 hours is much more than corporate re-roofing. All but one of the top 28 managers of Britain's largest company, BP, have come together, ten days before last Christmas, to try to agree a detailed redesign of its structure - of the way it operates, and - the hardest thing of all - of the way people behave within it.

The sole absentee is its long-serving chairman, Sir Peter Walters, who will be retiring in March 1990.

Behind closed doors in the historic Compleat Angler at Marlow, BP's top brass will be debating a radical plan known as "Project 1990." It has been prepared during five months of exhaustive analysis and consultation with thousands of people, mainly within the company but also from outside.

Hardy professionals to a man (there are no women at this level yet), most of the players at Marlow will manage to retain their outward composure throughout the intense and tiring discussions - punctuated only by a short night and a snatched breakfast before dawn - even when they are dealing with issues where they clearly stand to lose influence. But the feelings of resignation on the part of some, as well as the passions beneath the surface, will break through occasionally, sometimes from surprising directions, around the green baize table.

There will also be one unexpected onslaught on the views of the incoming chairman, Robert Horton - the man who has unleashed the whole corporate redesign. He has prepared his ground carefully with each of the main players at Marlow, via a series of one-to-one discussions over the previous months; but the drama of the next 24 hours is by no means a foregone conclusion.

Nor is there certainty about the outcome of various rear-guard actions which will be fought, during the three months after the Marlow meeting, against several of the proposed plans for streamlining key departments listed there.

Significantly for the nature of the blueprint - but also for the resistance which some of it has already provoked before the meeting - the work for Project 1990 has been done not by the corporate barons themselves, or by their nominees. Instead, it has been handled by a team hand-picked by Horton's own nominee - David Pascall, divisional manager in BP Finance - comprising seven rising middle managers, mostly between 35 and 40. They have been drawn from across the company's main businesses, and used to report to the barons - and will do so again after the project is over - but they are men and (two) women with very much their own minds, as Horton himself has found.

Guided by Horton, but also by a very tangible upswell at all levels of the company in favour of far-reaching change, the team has treated virtually no aspect of BP as sacred. The main exception is its existence as a corporation; after a massive divestment programme over the past decade, which has left BP with just four busi-

# A drama behind closed doors that paved the way for a corporate metamorphosis



Leading characters at Marlow: (l to r) Rolf Stomberg, Russell Seal, Steve Ahearn, John

Browne and David Pascall

its seat in Brussels to Russell Seal). "You just can't imagine the degree of frustration out in the field. BP Oil can only do something about it if you also act at the centre. This is a disastrous place."

• "We've behaved like a conglomerate - we need common values, so the next time you ask me to cut my capital expenditure I don't shout at you" - Russell Seal, again, speaking directly to Robert Horton and David Simon, BP's group managing director for finance and Seal's former chairman at Oil (and from this month Horton's deputy chairman and chief operating officer).

• "The structure does stifle the human contribution" - Ron McGimpsey, group controller, a 45-year-old who has become one of the growing band of Americans to join the senior ranks of BP head office since the full acquisition of Standard Oil in 1987.

"The number of committees in this company is ridiculous. You in this room have one principal task - remove them! If in doubt, eliminate!" - Horton himself. This caustic outburst provokes widespread nods of agreement among the younger managers. To illustrate the problem, David Pascall, the Project 1990 team leader, puts up a slide showing that each of BP's six managing directors has been attending more than 100 committee or board meetings of various types each year, and that five other senior managers have been going to almost as many. He then flashes up a summary list of the 86 head office committees which his team has managed to drag up from what one of its members calls "a bottomless pit". Almost all have the same word against them: "eliminated".

Signally silent through long phases of this discussion are some of the older managing directors who - during the Walters era have formed a top-level layer of both control and executive authority - by creating boards for each BP business stream, and by holding overall responsibility for

each geographic region of the world.

As from Horton's assumption of the chairmanship last week, the MDs will continue to play a supervisory role, but their executive authority has been diluted by several changes: the removal of much of the supporting panoply of corporate staff; the limitation of the scope of the business stream boards which they chair (and also of the frequency of meetings); the elimination of many committees which they either chaired or sat on; and the shift of David Simon, at 50 the second youngest MD (by a month after Horton), into the extremely strong position of deputy chairman and chief operating officer, with direct responsibility for the business streams.

Some MDs seemed clearly uncomfortable with the degree of change being proposed. This was evident. Horton himself and the Project 1990 team have worked on them continually behind the scenes during the months before Marlow. The team had solicited the MDs' opinions and told them of the pent-up internal pressure for radical change which had been revealed by 500 face-to-face interviews around the world and the 4,000 questionnaire replies.

The MDs' discomfort was caused not merely by the impact of changes on their own roles. It was also because of the strong message - reinforced from right across BP by the results of the questionnaire - that there must not only be a radical streamlining of the company's structure, and its management processes, but also of its culture.

As David Pascall put it to the Marlow meeting: "Structure, processes and culture are like a three-legged stool; if you don't pay attention to all the legs, it'll fall over."

One of the clearest signs of discomfort among a few of the more conservative business heads at Marlow, as well as some of the young MDs, is their reaction to Project 1990's fundamental proposal that many departments, committees and

management layers should be replaced by much leaner and more informal "networks". These would encompass people both at head office and out in the businesses.

The new arrangement will include not only permanent teams, but flexible ones pulled together from across BP's various businesses in order to carry out temporary tasks. The networking concept, which Horton calls "the corporate glue", will be all-important to BP's continued ability to operate as an integrated corporation once it has completed the slashing back of committees and corporate staff which was announced on Monday.

One baron bursts out that he has "great difficulty getting my mind round this. I don't see how we are going to create these teams. There won't be the resources." John Browne, the 45-year-old chief executive of BP Exploration, who had a few months' start in developing the networking concept within his own business, and tries to help by reminding everyone round the table that "part of the concept is that people do several things at the same time."

Early the following morning the problem of overwork throughout BP sparks one of the few direct attacks on Horton. His appeal for BP managers to lead a balanced life, and allow others to do so, immediately supported by Rolf Stomberg from Deutsche BP. "We do overwork our people and ourselves," Stomberg says; "it's not to our benefit." Russell Seal joins in, condemning company events which begin at the weekend (but then adding that he sees nothing wrong with having to do paperwork then).

The battle is then joined by David Simon, Horton's deputy-designate, who has remained pretty silent so far, except to pronounce at crucial points in support of Project 1990's proposal. Simon, whose expertise in long-haul is well-known, says: "There is a style for an age - I wouldn't overdo the changes of the system changing."

The top brass at Marlow also debate Project 1990's proposals for a more flexible system of job-grading, especially at higher levels of the company.

**Shortcomings in the system**

Other important personnel issues, from a long list which is debated include: the need sharply to improve training and motivation of people not seen as high flyers; much greater internationalisation of staff than in the past; and shortcomings in the existing system under which people are "parented" - that is, they generally remain under the aegis of one part of BP in career and pay terms, even if they move elsewhere within the group.

Authority levels for the different businesses' boards are to be raised: from \$80m to \$100m for BP Exploration, and from only \$40m to \$100m for Chemicals and Oil. Within this limits the spending power of the individual business chief executives is increased by between two and five times to \$30m for BP Nutrition.

• Horton advises everyone that having to collect 14 signatures before even a modest investment proposal can go ahead will be neither desirable nor feasible under the new

head office structure - he is aiming at an average of two.

The Marlow meeting demonstrated that Horton's Project 1990 process of opinion-seeking, consensus-forming, and revolution-moulding had got off to a good start. "We've made the most enormous leap forward," he said a week later.

Since Christmas most of the Project 1990 proposals have been confirmed, except that rather more people than initially suggested are being retained, for various transitional periods, in four areas. These are economics planning (though this has been re-oriented as Horton intended to strategy rather than detailed planning); regional support (previously co-ordination); and operational status (previously control). In this area it has been agreed that numbers need to be maintained until BP has developed a system which merges its four separate flows of financial information into one, along business lines, but which provides a basis for both statutory and management accounting. This may take two years. In the meantime, hands are still needed to reconcile the various flows.

As a result of these adjustments, the new corporate centre will start off with a complement of 380, rather less than the 350 proposed by Project 1990, but still a dramatic reduction over the previous 540. Another fundamental issue, the future number of head office planning and control staff, is not settled at Marlow. During the meeting, Steve Ahearn, then still BP's head of corporate planning (he moved last week to be chief financial officer), resists strongly the severance of some of the staffing proposals.

He says he fully agrees that BP will be able to do away with some of its more unpopular planning and control processes, thanks to the establishment of the post of chief operating officer, who will maintain close personal relations with the company's four businesses.

But he objects to the speed of the proposed immediate cut-back in the corporate planning and control staff, from 72 to just 11. He particularly dislikes the proposal to disband BP's in-house team of economists, which numbered almost two dozen a year ago, although it has been almost halved by the time of the Marlow meeting. The discussion continues after Marlow and well into the New Year - see below.

The Marlow debate gets very involved in the detailed pros and cons of the plan to focus and cut back on the IT resources, in part by the sale or transfer of its Information Systems Services subsidiary, with about 720 employees. BP's IT chief puts several arguments for its retention, but wins little support from his colleagues round the table, most of whom say they would prefer to purchase such services from outside the company. (The staged rundown of ISS, though with some transfers to elsewhere within BP, was announced on Monday.)

The all-important question of giving the four businesses much greater capital spending powers, in order to help foster greater delegation and reduced bureaucracy, is accorded only a peremptory discussion - it has already been widely agreed before Marlow that the current review limits are far too low.

Authority levels for the different businesses' boards are to be raised: from \$80m to \$100m for BP Exploration, and from only \$40m to \$100m for Chemicals and Oil. Within this limits the spending power of the individual business chief executives is increased by between two and five times to \$30m for BP Nutrition.

• Horton advises everyone that having to collect 14 signatures before even a modest investment proposal can go ahead will be neither desirable nor feasible under the new

• January-March 1990. Security locks placed on previously easy-access doors of Project 1990 office suites (to stop leakage of sensitive numbers and names). John Bishop from Project 1990 team (previously BP Chemicals) appointed head of "culture change team" (education programme over several years). Lead in-house debate among Project 1990 team, and with Horton, on content of latter's new "vision and values" statement.

After debate among top management about pros and cons of such a top-down approach, decision made to send out V&V statement immediately after Horton assumes chairmanship on March 11.

Decisions made on new head office team leaders. Series of managing directors' meetings takes final decisions on how Project 1990 will affect whole corporation, including size of new teams, and veto list of people "unplaced" by subsequent detailed staffing decisions, who could face redundancy. Culture change team designs and runs initial workshop for team leaders.

• March 13. MDs approve final announcements.

• Friday March 16. BP senior management meeting with almost 100 international executives, held in London, to discuss detailed announcements to be made following Monday. V&V also debated hotly in workshop sessions.

• March 19. Detailed announcements made throughout BP worldwide - including individual letters for all staff at the centre, not just those facing redundancy. Press not informed, though job-cuts already leaked at the weekend. My blameless, but knackered - drops off wall.

## Countdown to a consultative revolution

• March 1989. 142 senior delegates to BP's group management conference, the first since the early 1980s, fill out opinion survey on company's image, reputation, and other matters (see main text).

• May. Management conference. Considerable concern expressed at survey results. Top executives shocked by results on fundamental management issues. Becomes clear to Robert Horton, deputy chairman since March but not yet officially named as chairman-elect, that his probable accession in 1990, plus planned move to new (smaller) corporate headquarters building in London, can be used as opportunity for major review of how BP operates.

• June. At Horton's initiative, David Pascall, divisional manager in BP Finance (co-ordinated BP's end of Monopolies Commission inquiry into Kuwaiti shareholding), is offered assignment to head "Project 1990". His Project 1990 remit is quickly broadened. It is to include not just relations between group head office and BP's four "business streams" (division) HQs, but also between businesses and regions - ie to take a fundamental look at whole corporation. Pascall spends next few weeks choosing a team of six other high-fliers from across BP.

• July. Horton issues memo to senior management announcing board endorsement of Project 1990 brief; this is "to reduce the cost of complexity throughout the BP group, to define a suitable central organisation and to reposition the corporation in terms of approach and style for the 1990s". Pascall has preliminary discussions with key senior managers.

• August. Pascall spends holidays read-

ing latest academic literature on the management of change, leadership, and other topics.

• September-October. Based now in office suite on 30th floor (one below Horton) of British House (BP HQ), team goes out to conduct interviews with over 500 managers at various levels within BP across the world. Pascall does top-level interviews and has discussions with business school luminaries at Harvard, MIT, Insead, and with chief executives in US and UK of Citicorp, IBM, BTE, Courtaulds, Laidl Group and P&G. (In February 1990 he meets Jack Welch of GE, famous for his ultra-tough - initiation of radical change in organisational structure and culture.)

Pascall meets Horton weekly for what Pascall calls "Horton's therapy sessions", during which the latter tries hard not to steer team's process, nor influence its thinking. Questionnaire prepared and sent out to one-in-a-thousand employees above clerical grade of the company. Almost two-thirds (4,000) respond. Experienced professional "facilitator" brought in from outside. FT comes in from mid-October at Horton's invitation to be "fly on wall" (tongue of literary allusion, he suggests fly should "feel free to be a Boswell"). FT's first meeting with Project 1990 team takes place at company's "safe house" in Regent's Park.

• November. Drafting of very detailed Project 1990 discussion papers well under

way. Process goes through several iterations, both within team and with Horton, through whole process again. Gradually becomes clear, for instance, that Horton unwilling to respond to pressure from some international business chiefs completely to bowdlerise powers of BP's regional heads. Instead, wants to remove their operational responsibilities, but to build them up as BP chairman's (his) "alter ego" on regional strategic and representational matters. This is a somewhat subtle concept. Is he ducking the need to "sort out" the allegedly disruptively excessive power of BP America? He turns out not to be (see next article in this series, on Monday).

• Nov 8 meeting takes Horton through team's detailed analysis, in diagrammatic form, of "why change?", itemises external threats and internal inadequacies on many fronts, including risk of becoming "the dinosaur of the 1990s". Stresses need for BP to become more of a "learning organisation." Also paints vivid picture of dramatic gulf between the necessary future organisation and the current reality. The deal embodies clear vision, continuous innovation, open communication, empowered people, deep trust, team accountability; the reality is lack of shared vision, confused messages, excessive emphasis on asset trading, breakdown in trust, lack of pride in BP.

Horton recognises most of the latter all too clearly, and refers to the power of

"social normalisation": the way people adapt to the norms of a system, however unpleasant it may be. He is clearly very worried by the degree of low morale and breakdown in trust. He also (largely) supports team's list of BP's proposed future key

Blame folder marked "secret" dispatched to 28 participants at retreat just in time for weekend reading. Contains 41 closely argued summary pages of Project 1990 proposals; full (and depressing) employee questionnaire results; and two pieces of background material deemed especially appropriate - Jack Welch of GE talking about "speed, simplicity and self-confidence" and chapter from Tom Peters' book "Thriving on Chaos", titled "Simplify/Reduce Structure." BP barons may draw comfort/encouragement from these once they have recovered from Project 1990's proposals for sharp cuts in their own staff.

• Mid-Nov. FT "fly" drafts long diary note to self, recording interim thoughts. Starts "BP is in a mess." Is this an unfair impression, caused mainly by company's unusual openness? Or is it stark reality - and par for the course for any large multinational? Nigel Nicholson, Sheffield University academic who devised the staff questionnaire, makes gloomy video for December retreat (also shown to other senior managers) analysing heavily negative responses of questionnaire respondents.

• Early December. Pascall's weekly meetings with Horton continue. Last full team meeting with Horton before the retreat focused especially on proposed numbers for much smaller head office departments (planning, control etc). Then final hectic phase of re-drafting executive summary of Project 1990 conclusions. Horton fine-

## THE PROPERTY MARKET

# Budget reinforces scepticism

By Paul Cheeseright

**S**uffering property companies got little solace from this week's Budget.

Apart from the tax regime for authorised property unit trusts, the Budget scarcely impinged on property companies. But the economic analysis behind it did. Business conditions will not improve for some months.

As Mr Gareth Evans, of Charterhouse Tilney stockbrokers, says: "This is the worst now."

Some companies will even have to consider moves like that taken by City Gate Estates - a projected takeover by a Scandinavian company. Other developers, like the heirs of William Carter, will independently soldier on hoping that their investments will remain profitable.

The Budget seems to have reinforced scepticism about immediate market prospects and helped to outline the defensive qualities of the investment companies which are protected from high interest charges by weighty rent rolls.

Thus Panmure Gordon is advising its stockbroking clients "to buy on technical weakness the prudently-financed investment companies with highly reverential portfolios

currently trading on recession ratings of 45 per cent discounts to prospective net assets."

It mentions Land Securities, MEPC, Slough Estates, Great Portland Estates, Hammerson and Chesterfield as having the strength to withstand the present commercial climate. This is where the heirs of William Carter come in.

Mr William Carter was a vegetarian Quaker who left school at 13, started his first property venture at 17 and was Britain's 13th motorist.

His great grandson, Mr Peter Mills, once an architect, formerly a project manager in the Middle East, is now watching sliding prices on one side and higher financial charges on the other squeeze the generous margins of the family company's most significant property project.

The company is Kinson and the project is a mixed development of industrial units, offices and flats called Rosebery in Clerkenwell, inner London.

Contracts are out for signature on the sale of the industrial units but no attempt has so far been made to sell the offices or the flats where construction is nearing completion.

The squeeze on the project is

symptomatic of what has been happening generally. Kinson has been lucky in two respects, however.

First if did not pay an excessive price for the land, bought before the surge in land prices reached its peak. Second, although property prices have been coming down, they are still much higher than they were when the project was originally appraised.

But Kinson's room for manoeuvre was recently cut back when it turned down a chance to cap the interest rates on its development loan.

It is paying around 2.25 percentage points above the London interbank offered rate and rolling up the interest payments. Every rise in finance costs takes a slice off the bounty provided by the market movements up to early 1989.

When the project started, the trend in interest rates was downward. In 1988 the Borough of Islington had three sites it wanted to sell. One was Rosebery.

Kinson won a tender in January 1987 and paid £1.725m for a site of 1.5 acres. The land was cheap compared with subsequent market levels and meant the company was starting on a paper profit from the start.

But it took 15 months to get planning approval and construction did not start until May 1988.

Were it not for those lengthy negotiations, Kinson would have finished the project by now and would not be faced with serious pricing

questions for the office and residential elements of the scheme.

After the site purchase was completed, Kinson went into partnership with Guinness Mahon, the merchant bank. They set up a special company for the project and each put in equity of £1.7m; Guinness Mahon matching what Kinson paid for the land.

Guinness Mahon assembled a syndicate of banks which provided a loan of £11.55m, deemed at the time to be around 75 per cent of the completed value of the project and enough to cover the construction costs. The banks have virtually no recourse to the joint venture partners. It was a creature of its time.

The loan is due for repayment in May 1991, meaning that Kinson has a year to sell the units in the three sections of the development. To make the sales quicker would be an advantage because the escalating finance charges would be reduced.

Final appraisals were done in early 1988 when it was calculated that the industrial units would have to fetch £125 a square foot to offset a construction cost of £72 a square foot.

These units - 11 of them, each between 2600 and 9100 square feet in size - are not simple sheds but three-storey buildings suited for a number of uses. There is not a vast amount of new property like this in central London.

Industrial property values

sharply rose when their construction started Rosebery. There was



Tony Andrews

Rosebery: Developer profit margins feel the squeeze of rising interest rates and softer market conditions

capital growth of more than 34 per cent, according to the Investment Property Databank.

This growth was reflected in the prices when Kinson took the industrial units to the market towards the end of 1989 with a sale tag of just over £200 a square foot, or more than £40 a much again as the appraisal value.

Recently, the asking terms have been £165 a square foot - an indication that although the market

remains firm it is not as strong as it was. Nowadays, companies buying and leasing space hang back and some have withdrawn from the market. For development companies concerned about cashflow there is little choice but to lower sales prices.

Whether Kinson will have the same experience with its offices - 12 buildings, each with its own front door, built around a courtyard - remains to be seen. Sales prices

are likely to be above £300 a square foot against an appraisal value of £265.

Kinson would have built a profit of about 20 per cent into its appraisals but interest rate rises have cut back the figures enlarged by the market. "We are nearing the limits of tolerance," said Mr Mills.

But Kinson is in better shape than companies which started later when land prices were higher and then watched prices totter.

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Source: Investment Property Databank

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Tessa Taylor on  
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## PERSONAL

SHARAF Taysir, General Manager of Jordan International Bank Plc, unexpectedly on the 19th of March at home. Much loved husband of Naseem and son of the late father of Maid, Basir and Samer. Will be greatly missed by all family and many friends and colleagues of Jordan International Bank Plc. and the Banking Community.

Condolences are accepted at the funeral service at the Royal Court, Exhibition Road, London SW7 on Friday and Saturday from 4.00 pm.

May he rest in peace.

## LEGAL NOTICES

No. 001826 of 1990  
IN THE HIGH COURT OF JUSTICE  
CHANCERY DIVISION

IN THE MATTER OF KUNICK PLC  
- and -

IN THE MATTER OF  
THE COMPANIES ACT 1986

NOTICE IS HEREBY GIVEN that a Petition was presented to Her Majesty's High Court of Justice on 27th February 1990 for the confirmation of the reduction of the Share Premium Account of the above-named Company by £23,000,000.

AND NOTICE IS FURTHER GIVEN that the said Petition is to be heard before the Honourable Mr. Justice Warner at the Royal Court of Justice, Strand, London WC2A 2LJ, Monday the 2nd day of April 1990.

ANY Creditor or Shareholder of the said Company is entitled to appear before the Court for the confirmation of the said reduction of Share Premium Account should appear at the time of hearing in person or by Counsel for that purpose.

A copy of the said Petition will be furnished to the said Petitioner upon payment of the undetermined costs on payment of the regulated charge for the same.

DATED this 23rd day of March 1990

Herbert Smith, Walling House,  
35 Cannon Street, London EC4N 6SD.

Solicitors for the above-named Company.

## COMPANY NOTICE

### Notice to the Shareholders of

Copenhagen HandelsBank A/S  
(Aktieselskabet Kjøbenhavns HandelsBank)

At the Annual General Meeting, convened for 19 March 1990, the Bank's shareholders adopted the resolution for dividend to be declared at 15 per cent for 1989.

The dividend will be paid to the shareholders - less 30 per cent dividend tax - on 23 March 1990 via the Danish Securities Centre (Værdipapircentralen) and credited to the bank accounts which they have designated.

Copenhagen, 19. March 1990.



**Copenhagen HandelsBank A/S**  
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## ARTS

## Arts Week

F	Sa	Su	M	Tu	W	Th
23	24	25	26	27	28	29

## EXHIBITIONS

## London

The Tate Gallery. The entire permanent collection has been rehung so that the visitor may now take a natural circuit through the newly restored galleries, from 1600-year-old British paintings through to the most recent of modern international art. It's a curatorial triumph. The Tate Gallery, Joseph Wright of Derby - a full study of the work of one of England's most distinctive painters of the 18th century, yet one like no other contemporary painter. Closed Monday, ends June 10.

The Royal Academy, Francis Bacon - a great retrospective, already shown in Washington, and due to go on to Haarlem, of the work of one of the greatest painters of the 17th century Dutch school. Until April 8.

## Paris

Grand Palais, Soltan Le Magnifique. Closed Tue, Wed late closing, ends May 14 (4285410). Musée d'Orsay, The Fragmented Body. Parts of the human body, or the incomplete body form the leading strand of an exhibition beginning with ex-votos and reliquaries and culminating in a celebration of Degas, Bourdelle, Maillol and especially Rodin with his superb transition from realistic to abstract sculpture. Ends June 3, closed Mon, entrance Quai Anatole France (4048414).

Centre Georges Pompidou, Pavel Nikolayevich Filonov. A solitary figure of the Russian avant-garde, he refutes cubism and futurism as contrary to nature's - and art's - organic development. "Every atom" of the surface of the 50 paintings and 150 drawings is given intensive attention and looks in the light of individual consciousness in contrast to his own desire. Closed Tue, ends April 30 (4971233).

Musée Carnavalet, Antiques bronze. Some 400 statuettes

bring to life the Gallo-Roman world up to the 5th century. They are grouped in glass-cases around a divinity surrounded by objects of the appropriate cult. Closed Mon, ends July 1 (42722113).

## Brussels

Archives Générales du Royaume, Grand Sablon, commemorates Belgium's short-lived declaration of independence from the Austrian Empire and the subsequent power struggle between France and Austria for control of Belgium. Until March 31.

Musée Royal D'Art et D'Histoire. The Enigma of the Easter Islands. The island is partially deciphered in this exhibition of photographs and artifacts. Closed Monday, ends April 29.

Palais des Beaux-Arts, Forty Years of Young Belgian Painting, a retrospective of early works by Belgian painters. Closed Monday, ends April 1.

Musée d'Art et d'Industrie, Retrospective of the Belgian abstract expressionist artist Eugène Van Averbeek (1918-1981). Closed Monday, ends May 13.

Ghent

Museum voor Schone Kunsten, Flemish Expressionism, Brussels. From 1900-1920, featuring De Smet, Ernst, Pemke, Van den Berghe and Zadkine. Closed Monday, ends June 10.

## Antwerp

Kunstkring Museum voor Schone Kunsten, Belgian Painters of Country Life. Closed Monday, ends April 23.

Provincial Museum Voor Fotografie. Works of the British 19th century photographer William Henry Fox Talbot. Closed Monday, ends April 1.

## Venice

Palazzo Grassi, Andy Warhol Retrospective. Until May 27.

Palazzo Vendramin Calergi. The game of love. Venetian courtship from the 14th to the 18th century. In the 1400s the courtly game of "tacchino a cipolla" - thought to have been introduced by the troops of Charles VIII in 1494. The Venetian social services, however, rose quickly to the challenge, and by the mid-16th century had founded two convents, one for repentant prostitutes and one for young girls at risk, and three hospitals. It was thought better to control rather than repress the trade, and this exhibition is almost a celebration of the profession, with contemporary costumes (including the show-off style worn by the girls to make them look taller), and a small but fascinating group of paintings.

The finest is Tintoretto's portrait of a courtesan, with "Palma II Giovane's" prodigal son following a close second.

## Mainz

Landsmuseum, Marc Chagall (1887-1985), who died in 1985 was one of the most popular artists of the 20th century. Around 106 of his works, not shown in public before are to be seen in Mainz until April 22. The gouaches, water-colours, pastels and panels present themes of the Old Testament.

## Tokyo

Iseum Museum, Shinjuku. Impressionist and Post-impressionists from the Fine Museum, New York, including works by Van Gogh, Lautrec, Matisse and Picasso. The Japanese fascination with Impressionism continues unabated, as expect crowds.

Suntory Museum, European Posters from the Grandville Collection. Works by Everett and Maxfield Parrish as well as posters of the Art Deco and Pop Art periods. Closed Monday.

## Vienna

Kunstforum. Works by the Romantics, ranging from Caspar David Friedrich to Adolph Menzel.

Museum fuer Volkerkunde has a marvellously exotic exhibition called "Jewels", focusing on the world around the Queen of Sheba. Ends June 10.

for the first time is one of the two albums of Palma drawings owned by the 18th century collector Anton Maria Zanetti (the other is in the British Museum) recently acquired by the museum, together with a selection of paintings, mainly of Biblical and mythological subjects. Ends April 23.

## Rome

Villa Medicis. Self-portraits from the Unified - from Andrea Mantegna to David Oliphant, the first of a series of four shows of young British artists stand for this year's well-received arts institution. Ends April 21.

Museum of Modern Art. In its

serious, thorough way the museum gives its version of the history of photography, showing off earlier image-developing techniques along with 275 photo-graphs. Ends May 23.

## Washington

National Gallery. A joint Soviet-American collaboration brings together Matisse's "Fauve" and arguably pivotal painting in Matisse's career, his visit in 1913-14 including 23 paintings and 45 drawings, among them the famous Moroccan Triptych from the Pushkin Museum, never before exhibited in America. Ends June 3.

Metropolitan Museum. Highlighting this decade's renewed interest in printmaking in America, the 100 prints comprise a special exhibit borrowed from the collection of Joshua P. Smith, among them works from major contemporary artists including Jasper Johns, Richard Diebenkorn and Andy Warhol. Ends April 23.

## Chicago

Chicago Historical Society. The Land of Lincoln does its most famous citizen proud in the exhibition of Lincolniana. A collection of Lincolniana and personal effects of the Great Emancipator. Art Institute, Yoruba art covering 500 years is the subject of this ambitious exhibition, which traces the Nigerian tribe's views of the origins of the universe in the 19th century to the carvings of contemporary artist Okwui Enwezor. Ends April 24.

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## OPERA AND BALLET

## London

Royal Opera, Covent Garden. A new staged production in oil sets of *Die Meistersinger von Nürnberg* by Hans Sachs and Hermann Prey's *Bachmeister*.

Gran Teatre del Liceu, Janos Kulka conducts Mstislavsky's *Boris Godunov*, with Nicolai Ghiaurov, Eva Randova and Walter Donini (G12 92 77).

## Milan

Teatro alla Scala, Pierre Monteux's excellent production of Mozart's *La Clemenza di Tito*, conducted by James Levine with Susanna Mälkitalo, Giovanni Furlanetto and Giuseppe Moroni.

Also first performance of Renzo Arboretti's *Madame Butterfly* (G11 92 26).

## Paris

Opéra Garnier. The newly inaugurated open house continues with *Les Troyens* by Berlioz (4011728).

Kirov Ballet dances *Swan Lake* with the French star Sylvie Guillem. Théâtre des Champs-Elysées (4642281).

The Russian School of Dancing stars Vladimir Vasilev performing *Sleeping Beauty*, *Swan Lake* and *Nutcracker Suite*. (4720587).

## Amsterdam

Teatro alla Scala. Lysistrata, *Il Principe Felice* opens this week.

## Cologne

Opera. Simon Boccanegra, newly produced by John Dew with sets by Gottfried Pilz was well received, when it opened last week with Susan Dunn, Dennis O'Neill, Dimitri Kavakos, Waill Jannink, Dieter Schenk and Frederik Burchart.

## Frankfurt

Opera. Ariadne auf Naxos, a stellar cast company in its version of *Romeo und Juliet*, with Elisabeth Twardost and Alessandro Molin (Tues, Wed) (795678).

## MUSIC

## London

London Ensemble New Music conducted by Michael Finnissy, Andrew Toovey (clarinet), James Clapperton (piano), Colin Honnor (clarinet), Newman Dillon, Clapperton (Sun), South Bank Centre (Sep 28).

The City of London Sinfonia conducted by Heinz Schiff.

Vivaldi, Shostakovich, Beethoven (Sat). Barbican Hall (938 889).

City of Birmingham Symphony Orchestra conducted by Simon Rattle. Haydn's *The Creation* (Fri). Barbican Hall (938 889).

## Paris

Orchestre Philharmonique de Radio France conducted by Gilbert Amy, Denève, Frederick Martin, Ligeti, Grand Auditorium (Fri). France 3 (42301516).

Orchestre de Paris and Ensemble Intercontemporain conducted by Sylvain Bouliane and Peter Eötvös. Kurtag, Alvaro García (Wed, Thurs). Salle Pleyel (45530756).

## Amsterdam

Royal Concertgebouw Orchestra with Victor Lieberman (violin), Mariss Jansons conducting. Weber: Prokofiev, Berio (Wed, Thurs). Concertgebouw (718 345).

## Utrecht

Ravi Shankar with Kumar Bose and Partha Sarathy (Sat). Vredenburg (Sat, 41 45 44).

American Chamber Orchestra conducted by Ton Koopman. Bach (Wed). Vredenburg (Sat, 41 45 44).

## Brussels

BRUSSELS Symphony Orchestra conducted by Thomas Sanderling with Stéphane Milonaga (violin), Bruch, Dvorák and Handel (Fri).

Palais des Beaux-Arts, Leipzig Symphony Orchestra conducted by Alexandre Dupré, Beethoven, Brahms, Mozart and Schubert (Mon). Palais des Beaux-Arts.

## Antwerp

Ensemble Musique Oblique and Philippe Boesmans (piano) playing Mozart sonatas (Mon).

Teatro alla Scala. (80 91 26).

## Florence

Leonard Slatkin conducting Mozart's clarinet concerto with Richard Stoltzman, Shostakovich and Purcell (Fri, Sat and Sun). Teatro Comunale (2779236).

## Rome

Umberto Benedetti Michelangeli conducting Schumann and Mozart (Sun-Tues). Auditorium in Via della Conciliazione (060 1044).

## Madrid

Spanish National Orchestra conducted by Juan Krusz. Prieto, Barber, Boulez (Fri, Sat, Sun). Auditorio Nacional de Música (037 01 00).

## Tokyo

Tokyo Symphony Orchestra.

Works by the contemporary Japanese composer, Minoru Miki, including the premiere of *Betting Requiem*. Suntory Hall.

## New York

Philadelphia Orchestra conducted by Riccardo Muti. Berlin, Wexford and Salzburg (Mon, Tues and Wed).

Sankeidzu. Japan's leading buto dance troupe perform a new work entitled *Shizuka*. Bunkamura Theatre Cocoon. Opens (301 11 04).

## Washington

National Symphony Orchestra conducted by Sir Neville Marriner. Mendelssohn, Vaughan Williams (Tue

## ARTS

# Peter Ustinov

THEATRE ROYAL, HAYMARKET

It was a night of novelty and predictability, this audience with Peter Ustinov. The surprises happened before the man appeared. There was none of that namby-pamby sucking up to the press; not a sniff of a free (as against a £2.50) programme for the critics, and my seat was placed squarely in the middle of a row to prevent the traditional speedy escape.

But as soon as Mr Ustinov walked on to the stage, empty, bar a stool and an enlarged self-portrait, familiarity established itself. Every family has its own favourite stories and it is appropriate that Peter Ustinov, who spends much time working for UNICEF to make the world one big happy family, should, over the years through appearances on chat shows, have made his stories so well known that they seem like our own.

And just as we grin and bear it when granny embarks on the one about the day she met Queen Mary so we bear it when the old timer grins when Mr Ustinov lets off a good one. Most were in the first half of the evening.

There is actually no need for a programme because he gives us a detailed life history, starting with conception in Leningrad, and birth in Swiss Cottage, then through school, the army and an actor's life. He is amusing about prep schools in the 1930s and about his days

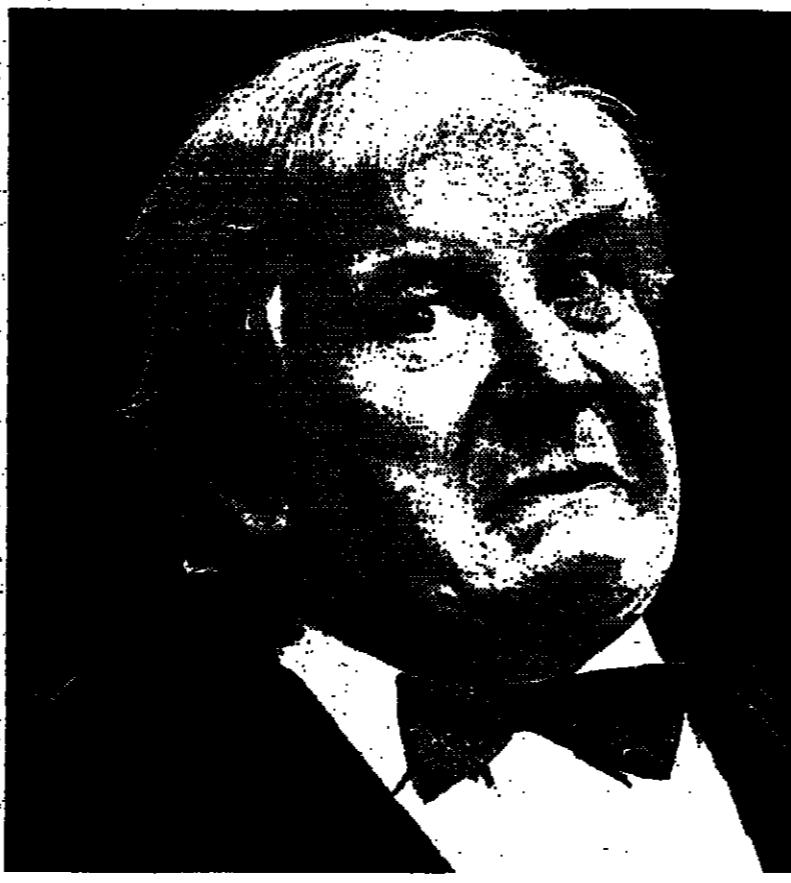
at Westminster where he watched in amazement the daily arrival, complete with Nazi salute, of fellow pupil Robert Troy's son.

It has to be said (and an audience packed with thespians will be glad I can say it) that the best moments came with his recollections of those four heraldic knights who will provide copy for their followers for ever — Guinness, Olivier, Richardson, and Gielgud. Whatever Mr Ustinov's faults he is a natural mimic and pulls off the precious disdain of Gielgud and the manic familiarity of Richardson to perfection.

After the break we went around the world in 80 jokes and then some serious stuff about working for UNICEF where his life comes full circle. Apparently at his progressive drama school the students had to be an animal of their choice for a term: he now commutes with Chinese children in the form of a dove and with Africans as a dog.

As Ustinov says, he is approaching that stage in life when the quantity matters more than the quality, and there were traces of anecdote before he rounded off with musical impressions. It is all very familiar, but most of the jokes are worth repeating again... and again... and again.

Antony Thorne



# Embrace Tiger

SADLER'S WELLS

When Glen Tetley made *Embrace Tiger* and *Return to Mountain* in November 1988, the Rambert troupe was just coming to grips with a change of identity. The time was a crucial one for British dance: Robin Howard and Robert Cohan had just established the London Contemporary organisation; Norman Morris had lately set about guiding what was then Ballet Rambert along its path as a company dedicated to different and modern choreographic ideals. The idea of "modern dance" was still fresh and unfamiliar, and Glen Tetley's choreographies for Rambert and for Nederlands Dans Theater were a potent influence upon the way audiences perceived — and enjoyed — the new forms of dance.

Now revived by what has become the Rambert Dance Company, *Embrace Tiger* has the historical interest of any seminal period piece in any art form. (I sometimes think such works should be called *Look Back in Amazement*). It is placed in a programme with two works that illustrate the distance Rambert has travelled since *Embrace Tiger* showed Tetley's amalgam of classic and modern movement — and a section in *Embrace Tiger* in which one dancer appears on point tells how unconvincing such activity was as a bid for a "classical" stance. The two works representative of today's Rambert in this programme — Alston's *Strong Language* and Siobhan

Davies' *Embraceurs* — boast a far more essential classicism of form and spirit.

Yet *Embrace Tiger* is still effective: ravishing to look at in Nadine Beugly's design, it contains eye-catching moments of repose or sinuous undulating of action inspired by the Tai Chi exercise that gives the piece its name, and it is well danced. Well danced, too, is the novelty of this evening, Gary Lamberti's *Longevity*. A duet for two men — the choreographer and Colin Poole — it has as accompaniment and theme passages from Martin Luther King's speeches. Lamberti's dances are securely made; the piece's attitudes are properly admiring. Unsurprisingly, they

cannot add one iota to the force of the words we hear.

For dance-lovers, this Sunday's *Brilliant Book Show* on LWT offers a brilliant study of the work of Mark Morris. Readers of these columns will know of the admiration we have for Morris's dances and dancing. In *The Hidden Soul of Harmony*, Nigel Wattis has directed a revealing and delightful interview with Morris, and has filmed parts of Morris's *L'Allegro* with a skill and sensitivity that do proper justice to a radiant masterpiece. The portrait is true and not to be missed.

Clement Crisp

# Handel in Karlsruhe

The "Händel Renaissance" began in Göttingen in 1920, with production of *Rinaldo*. It reached Karlsruhe 1924, with the first modern revival of *Tamerlano*, and Karlsruhe has ever since been a Handel centre. Since 1978 there has been a new production each year, and since 1985 a gathering of productions, revivals, master-classes in Baroque practice, and a scholarly conference into a spring festival. Karlsruhe is a pleasant city to visit in spring. I left a chilly New York for a town filled with drifts of crocuses, launched in whitewashed castles on the terraces of the castle that Karl Wilhelm of Baden built for his Regie; was wakened in my mid city hotel by a blackbird singing. This year, the productions were of *Admeto*, *Tamerlano*, *Belsazar*, and (but after I had left) the pasticcio *Oreste*, and the theme of the conference was "Handel und RegieOper" (or "producers' opera").

*RegieOper* is the norm in Germany; period reconstruction was scarcely mentioned. I think I may have injected a dissentient note with my plea for distinguishing between producers, like Peter Sellars, who take Handel seriously, as a great dramatist, and producers who think that the operas are quaint, absurd old pieces that need jazzing up without respect for the musical structures if they are to engage modern audiences. Since 1978, the Karlsruhe shows have been designed by Heinz Baltes (and produced, often, by Jean Louis

Martinoty). Now Balthes, like many another operatic designer — Ponnelle, Zeffirelli, Pizzi, Karl Ernst Herrmann has taken up production as well. His *Admeto* was set, much of the time, on a giant stage spanning bed, big enough to be paced as a ramp, with a raised headboard that could be emoted through as if through prison bars. A good deal of space was made with acres of parachute silk, wrapping the characters of the drama in its way, but it is "distorted" the emotions of Handel's drama. "Ironcladness" was a recurrent word in the discussions; it seemed to mean casting a quizzical contemporary eye at the composer and his works and their conventions (rather than embracing them and bringing them to life again with Sellars-like burning conviction).

Nicholas Hytner's *Gliou Ces*, much though I admire its cool, precise elegance, is a shade too "ironic" for my taste; this slick Karlsruhe *Admeto* drained the opera of its passions. It was not badly sung. In the title role, Paul Esswood was fluent, if not incisive. Kathleen Cassello and Nemi Rouilly Bertagni, the Alceste and Antigone, sang ably. Graham Purush, though camply produced, was a vivid *Tranquilles*, with a command of words and a swiftness and pungency in recitative that put the others to shame.

Since 1978, Charles Farncombe has brought to Karlsruhe the high spirits it was



Paul Esswood as Admeto

rue a Handelian understanding acquired through decades of leading the Handel Opera Society. He has a sure command of tempo and scene shaping. He can persuade the house Lucia, Rodolfo, Amonasro to sing Handel without "pressurising" and pushing. From the German Handel Soloists, a band of mixed merit, he drew reasonably animated playing.

*Admeto* was done in the big house, which holds 1100. The "operetta" *Tamerlano*, conducted by Mr. Farncombe in the small, 350 seat house, was more winning. It was the sort of production I normally hate, larded with jokes involving scenery and props rather than character. But the high spirits it was

seeing the last night of a two season successful run were based on a thorough and thoroughly musical reading. It was a commandingly exuberant account of a mastered and captivating score, in an attractive and witty Balthes set.

Turid Karlsen and Miss Rouilly Bertagni were delightful heroines. Jean Miroux, the Tintore, is yet another counterpoint to add to today's long list of the men who make the "castro problem" a problem no longer, for his voice rings strong, steady, lithely, and true. Edward Gaunt was lively in the title role. But *Belsazar*, an East German import from Halle, was awful: a bunch of text and an absurd production. The Babylonian chorus teetered on champagne glasses, in hand, shimmying Babylon was represented by a toy city pushed out over the footlights but the blue neon strips surrounding it did not reflect Cyrus's crucial deflection of the Euphrates. The soloists with one exception bawled crudely. The exception was Mr. Purush, who sang Daniel, the exponent of Nebuchadnezzar's dream, with expert control and delicacy. Gert Balmer conducted a slow, heavy, dreary, thoroughly unHandelian performance of Handel's animated musical drama.

Andrew Porter

## GRANVILLE

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## ARTS GUIDE

## THEATRE

## London

Anything Goes (Prince Edward), a musical comedy opening from 1920s musicals based on a famous song and Elaine Paige failing to emulate Ethel Merman. Jerry Zack's desperately bright production comes from the Lincoln Center in New York and is understanding bare (734 8880, or 888 2426).

Jeffrey Bernard is Urswell (Apollo). Tom Conti has taken over from Peter O'Toole as an alicious King Who.

Admeto (Heinz Balthes), a gay-swing life force while committing public suicide by vodka. Keith Waterhouse has struck a fine play, the season's highlight, from Bernard's own writing. Ned Sherrin directs (427 2653).

Another Time (Wyndham's), a New Ronald Harwood play, directed by Elijah Moshinsky, about a white South African family in Cape Town and Mafisa.

Vale (Albert Finney plays father and concert pianist son across six years, suggesting that talent is a means of escape and a reason for not going back. Janet Suzman and Sara Kestelman are electrifying in support (687 1116).

Aspects of Love (Prince of Wales). Andrew Lloyd Webber's latest is an intimate chamber opera derived from David Garnett's 1965 novella. Musically interesting and well directed by Trevor Nunn, a cast of youngish performers that right sense of period incongruity. A probe but unspectacular hit (539 5970).

## New York

The Sound of Music (New York State). The New York City Opera performs the Trapp Family saga starring Debbie Voigt as Maria and James Morris as Captain von Trapp. Ends April 22. Heidi Chronicles (Plymouth).

Wendy Wasserstein's award-winning drama covering 20 years in the life of a successful American baby boomer goes from support to Eugene O'Neill's pre-World War II play in an additional exhibition in the 1980s. Accompanied by the bravura of each piece, with a contemporary crew of Broadway aspirants who lack the multi-talents that inspired the heyday of the musical.

Gypsy (St James). This 30th anniversary production does more than revive a rich, vivid musical: it also introduces a new better in the Merman tradition, Tyne Daly, as the boy, tireless and tenacious. She's a determined but bouncy mother while projecting a personal life for herself (246 0122).

Grand Hotel (Martin Beck). Tommy Tune, Broadway's present musical doctor, directs this remake of the Garbo film to at least shake the bones of this inert depiction of lives crisscrossing in an elegant, but somewhat random setting (246 0122).

Sweeney Todd (Circle in the Square). An intimate production of the Sondheim-Wheeler musical in contrast with the elaborate original a decade ago emphasises the descent into madness of Bob Gunton as the deranged barber of Fleet Street (220 0122).

Love Never Dies (Haymarket). A spin-off in the set of a desecrating town's big time opera a matinee makes a transatlantic hit of this farce, first produced in 1987 (447 4600).

London, but now with a local cast led by Philip Bosco and Victoria Garber (238 6200).

Jerome Robbins' Broadway (Lyceum). The Lyons attraction by the author of *Death of a Salesman* ends April 7. (445 3200). Steel Magnolias (Royal George). Ann Francis and Marcia Gable. Ann Francis plays the leads in this view of southern life from under the dryer. End of a hairy broadsheet established in 1988 (368 5000).

I'm Not Raveling (Oriole St).

Shirley Berman, one-time stand-up comic, now plays Nat. Herb Gardner's memorable Central Park character who sang his way through the 1966 Tony Award winner (246 4000).

The Good Times Are Killing Me (Dolly Parton). The City Lit production captures the joy of Lynn Harrow's childhood with poignant sadness (238 6200).

My Fair Lady (Garrick). The 1964 musical comedy returns to the Garrick with Richard Briers and Helen Mirren in the title role (390 1151).

Honolulu (Globe Theatre). Yuri Lyubimov's controversial production was originally seen in Britain and has since been on a world tour. The acting tends to be upstaged by the continuously moving curtain that dominates the set (333 0555).

Hamlet (Theatre Royal, Drury Lane). Revival of the 1988 play by Harold Pinter. The production is based on the style of Noh's style, and can be enjoyed by those with only a minimum of Japanese.

(547 0771).

Washington

Starburst (Elsenehower). Betty Buckley stars in a new musical compendium featuring the music of Glenn Miller, Duke Ellington, Hoagy Carmichael among others. Performances are electrically charged in a setting that makes the picture. Unfortunately his keenness to sell, at \$65, deterred the Japanese corporate buyers who would have been the obvious purchasers. They waited for a lower price and were eventually put off by the feeling that this was an unlikely picture.

By going to the Getty the Japanese immediately acquires museum responsibility in line with its unmatched brilliance as a work of art. The price paid is a secret but will probably be somewhere between \$50m and \$60m, or just over £30m. It is quite likely that Alan Bond is taking a loss — the interest he has paid on the loans that he has been meticulous in repaying to Sotheby's will have eaten up an additional \$5m.

Chicago

The Piggy She's a Whore (Goodman). Jo Anne Akalaitis of the

Mabou Mines troupe directs John

(547 0771).

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## FINANCIAL TIMES

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# Breaking up is hard to do

**TWO POSSIBLE** disasters attend the events in Lithuania. One is the consequence for Mr Mikhail Gorbachev of pushing his present policy of raising tension to a full scale military clampdown. That would drag him into an occupation of the republic. Violence would almost certainly be used, the fragile democratisation process would be shattered and those in the west bemoan over backwards to "support" him on this issue would be alienated.

That is clear enough, presumably to him more than anyone. This is why his intimidatory actions have been accompanied by pleas for the Lithuanians to observe due process in their search for the independence which - Soviet officials and analysts say - he has conceded they will get.

The second is the consequence for the Lithuanians of demanding instant independence. If granted, it would ruin them. Like all other Soviet republics, Lithuania is heavily dependent on the rest of the Union - most of all on Russia - for its supplies, especially of raw materials and energy. Its goods, notably the electronics, in which it specialises, are of rather higher quality than elsewhere in the Soviet Union, but not of world quality. The hoped-for independent currency would be of little value unless links were severed with the rouble, but there are no hard currency reserves with which to support convertibility.

The West's obvious desire not to rock Mr Gorbachev's boat means that aid from that quarter would only materialise *in extremis*, and then only in the form of humanitarian assistance. The most likely outcome of independence, if achieved too soon and without agreement with the Soviet Union, would be impoverishment.

**Lithuanian bluff**  
It is not clear why Mr Gorbachev does not call the Lithuanian bluff, by conceding the right to independence and then - as President de Gaulle did with the then French colony of Guinea in 1958 - ripping out the centrally controlled infrastructure and leaving the Lithuanians to it. He is presumably restrained by the strong senti-

ment in his party, and in the Supreme Soviet, which is hostile to any further concessions to the nationalist movement. It is to placate them that he has undertaken the strategy of bullying and threatening.

Both sides, then, have more to gain from jaw than war. Mr Gorbachev has said he will talk, but not negotiate; the semantics are probably unimportant, for some sort of bargaining will have to start.

### Moral case

Both sides have good hands. The Lithuanians have a solid majority for independence, an overwhelming moral case in the illegal incorporation of their state into the Soviet Union in 1940 and an economy and society more open to the west than any other part of the Union (except for Latvia and Estonia). Mr Gorbachev had the economic levers as the stick, and as a carrot, the promise of legislation, already drafted for bringing forward to the present session of the Supreme Soviet, which will lay down a five-year process under which republics can gain independence.

Five years is likely to be too long for the Lithuanians - the time period would be a big part of any deal - but the complexity of unpicking the constitutional, economic and cultural links between the republic and the union will be complex and cannot sensibly be rushed. Furthermore, the promised economic reform of the Soviet Union gives Lithuanians the hope that the transition to the market economy that they most make could be managed within a reforming Soviet Union and not by a tiny country, shivering in economic isolation.

If Mr Gorbachev is sincere about letting Lithuania go, he must have accepted that other republics can and will go too. If so, he has already implicitly assumed the herculean task of de-imperialisation. It is much more satisfying for the Lithuanians, and for those of us who support their long violated desire for freedom, to assert their rights immediately. But they need a deal. Mr Gorbachev still represents the best chance for them and all the suppressed nations of the Empire to get one.

# Home truths on the City

**SINCE THE** Thatcher Government first unveiled its proposals in the early 1980s for the liberalisation of the old London Stock Exchange, the importance of maintaining London's competitive advantage as an international financial centre has been an important priority of both ministers and City practitioners. Yet the radical reforms designed to increase the internationalisation of London's markets in the 1980s have failed to deliver uniformly satisfying results.

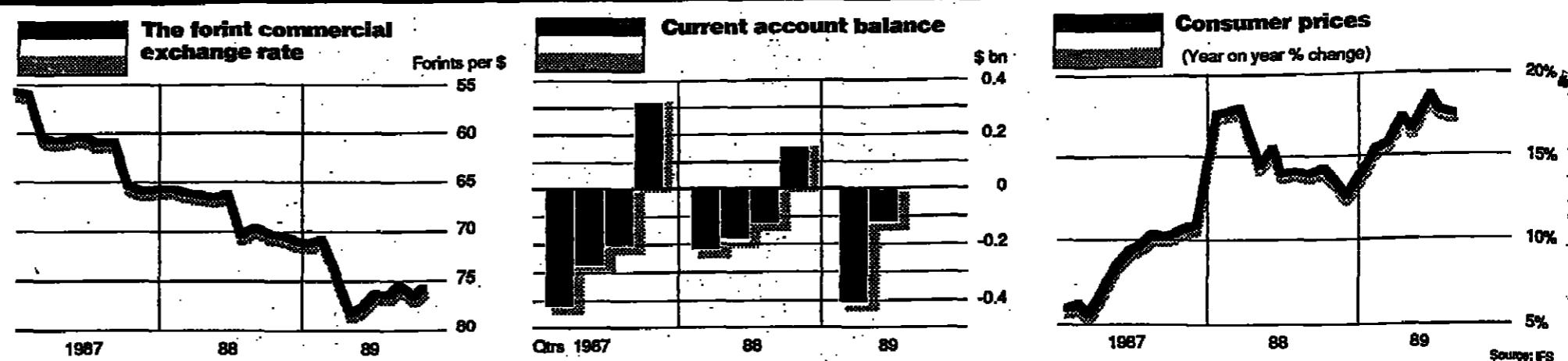
In the domestic securities market, where fixed commissions were scrapped after Big Bang, too much capital has流出了 to offer inadequate returns. This has exacerbated the managerial strains in the City's new banking and securities conglomerates: the resignation this week of the chief executive of Britain's leading agency broker James Capel, after a disagreement with the firm's Hong Kong parent, is simply the latest in a long line of unsentimental departures.

In contrast, activities that have been largely unaffected by the liberalising tendency, such as the merchant banks' traditional merger and acquisition business, have become both more international and more lucrative. That much is clear from BAT Industries' claim that it has already paid £35m in defence fees in its battle against Sir James Goldsmith's Hoylake consortium. There has also been a batch of spectacular profits increases this month from the City's merchant banking old guard.

### Share dealing

A growing band of industrialists, meantime, question the value to the wider economy of all this share dealing and takeover activity. Others feel equally uneasy about the increasing remoteness of the City from the concerns of private investors.

It may be that the pendulum is finally about to swing back in a domestic direction. One straw in the wind is the evident preoccupation of a committee under Mr Nigel Elwes, at the International Stock Exchange, with the difficulties of the private investors. The proposed overhaul of the exchange's domestic equity



As Hungarians go to the polls this Sunday, John Lloyd examines the inheritance awaiting the next government

# A fragile new stall in the global marketplace

took advantage of open borders to travel and shop.

What, then, can be expected from Hungary's next Government? The answer is far from simple or obvious, despite the large degree of consensus in the main parties' positions. All of them, including the socialists, are committed to a liberalisation of the economy: to selling off state assets, to the independence of banks from Government and of course Party control, to ultimate integration in the European Community.

All of them will take strict monetary control. "We must get rid of the debt and that will call for a rather strict monetary policy," not easy after decades in years of austerity," says Mr Soos of the Free Democratic Interest rates and certain to go up sharply, whatever wins.

Waiting for the party or parties which lose that competition will be:

- A current account deficit for 1989 of \$1.4bn.
- Inflation at 23 per cent, and rising.

• A vast mutual debt, extended by enterprises to each other when they were starved of Government loans, of around 130bn forints (£12bn).

- Between 90 and 95 per cent of enterprises in state hands.

• A decrease in trade with Hungary's main trading partner, the Soviet Union, forecast to be 20 per cent this year.

Even the good news is bad. Hungary now has 900 joint ventures with foreign companies (half of them West German). But most are small, service sector companies, which make money in forints and transfer the profits out of the country in hard currency. In the process, they act as a further drain on foreign reserves that have already been depleted by generous allowances the Government provided to the 1.1m Hungarians who last year

legacy of welfare provision. No one can be precise about how far unemployment will rise, but estimates range from a total of 100,000 to 450,000, or nearly 10 per cent of the labour force. The fear is that if "social consensus" is not maintained, explosions will follow. A miners' strike is already an object of fear.

Dr Csaba insists that an underclass, of some 2.5m people living below the poverty line, must be helped. "I'm interested in the survivability of the market system, and they could disrupt it," he says. The right-of-centre Democratic Forum and the Free Democrats talk in similar terms and promote greater unemployment benefit and retraining programmes for the unemployed.

But the consensus begins to fragment when it comes to detailed questions about the future structure of the economy. The most contentious issue between the parties is that of property - who owns it, who should own it, how quickly it should be sold off, and in what manner. In this respect, the would-be free marketers of Hungary face similar problems to those of Poland, Hungary and Yugoslavia.

Enterprises in all these states were essentially "owned" by the Communist Party. It decreed what factories should be built, what they should make or do, who should lead them and how many workers they should employ. The collapse of the party has left its former appointees - the directors - as quasi-owners. And in many cases, it is they, rather than the ministerial bureaucracies, who are now making deals with foreign companies. Such under-the-table arrangements have become a topic of fierce controversy in the run-up to the election. Some have been held up for further investigation.

Recent controversial deals included the sale of the APISZ stationery monopoly, the sale of a 51 per cent stake in HungarHotels to the Swedish investment company Quintus for \$150m, and of 49 per cent of the stock in the insurance company Hungaria.

Bizotito for DM30m Before Christmas, a National Bank director, Mr Lajos Bokros, argued in a paper circulated to MPs that the "spontaneous privatisation" of currently state administered property (will) contribute to the development of an anti-market and anti-social property structure by securing the present monopolistic networks.

Enterprise directors, he said, "concentrate on maintaining their own managerial interests [and] are much more inclined to take the side of the buyer than the seller. Workers represented on the enterprise councils are interested primarily in the prospects of future increases in real wages."

Late last year, he succeeded in convincing the Government to establish a State Property Fund, in which the legal titles of the enterprises are lodged and which will now administer them. But privatisation is likely to remain a controversial subject, with the curious result that a future Government

tionally competitive, it would be irrational to rely too much on foreign capital," he warns. "Xenophobia and dislike of foreigners is not a problem here - yet - but it could become so."

Dr Csaba of the independent institute for Economic Research says much the same: "I want to have as much private property as possible but you can't just sell out to the Japanese and the South Koreans. You must encourage thousands of people and their families to have a stake in the economy. If you go very fast you have a social backlash".

The Free Democrats are not so worried. Mr Soos believes that no system can wholly prevent the corruption he admits "spontaneous privatisation" has given rise to. He points out that to privatise 95 per cent of an economy is a vast, unprecedented task which must not be solved by anything.

"The British were proud of the five per cent they managed to privatise in 10 years," says Dr Marton Tardos, a Free Democrat adviser. "We have a rather bigger task. That means there is no possibility of managing all of these companies up to the point where they are efficient as the British did, so they command a better price. We have not that time."

But who has the capital? Not the Hungarians, to be sure, though several billions of hard currency lie below matresses. Dr Tardos wants the local authorities and insurance companies to take over some enterprises, or parts thereof, but his fellow leaders in the Free Democrats think that too bureaucratic. They would give or sell, at low rates, some proportion of the shares to workers.

But they admit, in the end, that foreign capital is the best bet. The worry is that an unrestrained influx will shake up the economy to such an extent as to be unmanageable. "A new Government must decrease living standards," says Dr Tardos. "In this respect, I have only one hope - that western governments and the western banking system will be wise enough to know that the new Government can manage its task only if Western partners are co-operative."

It is a debate in which the Right accuses the Left of residual attachment to the communist system and the Left responds by accusing the Right of wanting to sell out the country's heritage. At its root is another debate, on the nation itself.

Hungary, like the other post-communist states, emerges from benign authoritarianism to benign international capitalism. Its economy is moving from a position of only relative independence from the ideological backstop of the Soviet Union and the economic-ideological constraints of Comecon, to one of only relative independence from western capital.

This is the hard fact that is dawning on Hungarians: that rediscovering their national identity entails a painful and lengthy exposure to forces which will not just come at them from Moscow, but from all over the global marketplace in which they are trying to set out a modest stall.

Additional reporting by Judy Dempsey and Nick Denton in Budapest.

### An unrestrained influx of foreign capital could shake up the economy to an unmanageable extent

may well wish to proceed more cautiously along this route than the outgoing Communist-turned-socialist administration.

Of the major parties, the HDF is perhaps the most sceptical of big business. Mr Bod of the Democratic Forum, who wrote his doctoral thesis on the UK experience of privatisation and has discussed the issues with Sir Alan Walters, the Prime Minister's former economic adviser, expresses doubts about the purchase of banks, newspapers and service companies. "While we must of course be interna-

### Japan rocks the market

■ It would be no surprise if the directors of Sotheby's and Christie's get up out of the wrong side of the bed these days. Those early morning reports of nose-diving share prices on the Tokyo Stock Exchange, coupled with higher interest rates, could shake the confidence of their best friends in recent years - the Japanese art dealers and industrialists.

On the back of a strong yen, the Japanese have developed a taste for Impressionism and 20th century art almost equal to that of oil with golf and playing the violin. The pictures either disappear into corporate museums, or are put on display for public approval.

The Yasuda Insurance Company, which paid \$247.8m for Van Gogh's Sunflowers at Christie's in 1987, has it on view at \$20 a peep and will soon recoup its cost.

What the move will certainly do is to strengthen the City's position in international equities dealing against other financial centres in the European time zone. The Budget's tax changes are also expected to give a boost to London's futures and options activity to the same end. So, taken as a whole, Mr Major's measure should provide a big shot in the arm to the securities business - and an expensive one.

For while he referred in his speech to a revenue cost in 1991-92 of £12m for the abolition of stamp duty, the Budget Red Book puts the first full

year cost of scrapping the various duties on share transfers at a sizeable £200m.

But how necessary is the efficiency that this will add to an already active market? Part of Mr Major's current difficulty in macro-economic management stems precisely from the efficiency with which Britain's deregulated credit markets encouraged the run down in personal sector savings. How ironic that he should seek to address the savings shortage by introducing fiscal distortions in the banking market while removing distortions in the stock market which will make life more comfortable for wholesale dealers than for personal investors.

### Lost by one

■ The ICM Research opinion poll for the Financial Times reported yesterday that 46 per cent of senior British business

### OBSERVER

men now think that the Tories will have a better chance of winning the next general election if Mrs Thatcher departs as Prime Minister - a striking figure in itself. It was balanced by the 46 per cent who think they will have a better chance if she stays. But it was not quite a tie. The actual figures were 49 don't knows, 223 for her staying and 226 for her going.

### Piping up

■ There is a bagpipe boom in the US. This is partly because a private company called W.L. Gore & Associates invented a synthetic bagpipe bag, which is healthier and more hygienic than the traditional bag made of sheepskin, elk or cow hide.

The synthetic bag also produces a better sound, or so it is said, because the moisture that comes from blowing seeps out without the air being blown out. The bag thus requires less blowing to remain inflated. What's more, it can be laundered. So American schools and bands have taken to the bagpipes in a big way.

Now, however, there is a court case. Gore claims that its patent has been infringed by the Australian manufacturer, Ross Bagpipe Reeds Pty Ltd, and the Seattle retailer, the Scottish Shopper Corporation. Gore is seeking preliminary injunctions as well as an end to the infringement.

And if the Japanese do quite the auction field, the loss could be dramatic. The search is already on for new buyers - the Taiwanese, the Spanish, and, perhaps after a gap of a few hundred years, the Italians.

### Real devil

■ Viscount Eccles, the former Conservative Cabinet Minister, has been recalling a visit to Moscow when he was Presi-

dently it is engaged on an actual census. This week it put 15,000 agents in the field in an effort to count the homeless.

An outsider might say that any effort must be better than none. The homeless are very obvious to any visitor to the US. They are conspicuous and pitiable, hence the public concern.

But how many are there? HUD, the government department responsible for addressing the problem, says about a quarter of a million. The Cato Institute, a free market think tank which blames the problem on rent controls, puts the number at 1.2m.

Denis Jacob, who makes speeches on behalf of the homeless, says Michael Snyder, the activist who gave hunger strike for them, talk of 3m. Martin Sheen, Hollywood's current hero of leftwing causes, ups it to 4m.

"We thought it would be nice to have some idea," said a Census official a little plaintively.

Snyder disagrees: hence the truckload of sand. He argues that the count is bound to miss many of the homeless, and he is probably right. Fearing that the official undercount will lead to a cut in funding, he challenges the people counters to count the sand instead.

### Counting sand

■ Management command: something is falling through the cracks, but you don't know how much (anything you like, from piffing to unrewarded merit). Is it more helpful to commission a careful count, knowing that part of the problem will still go undetected, or to rely on intelligent guesswork?

That, in essence, is the problem which led to the dumping of a truckload of sand outside the headquarters of the US Department of Commerce in Washington in a dawn raid a couple of days ago.

The Department is in charge of counting through its Census Bureau. Routinely, it counts things like real GDP, but cor-

### Another pub

■ A man went into a pub with the scruffiest dog imaginable and ordered a pint. The landlord asked whether the dog was a guide dog and, when told that it was not, said that non-guide dogs were not allowed in. The man left quietly, and returned a couple of minutes later wearing a pair of dark glasses and accompanied by the same dog. The landlord again asked if it was a guide dog, to which the man said "yes". "Well now," said the landlord, "I always understood that guide dogs were labradors or retrievers." "Good Lord!" said the man. "What on earth did they give me, then?"

Only JAL have 17 flights a week from Europe to Japan.



**M**arvel worker or madman? To many Brazilians, the explosive package of economic reforms and anti-inflation measures decreed by their new president last week was a reflection of the complexity of the man himself. With a few bold signatures, President Fernando Collor imposed a fierce monetary squeeze freezing \$300m of selected assets - the centrepiece of a strategy that is liberal in its economic objectives but authoritarian in its methodology.

The 26 provisional measures tabled last Friday include heavy doses of deregulation, privatisation and import liberalisation. But they are also highly interventionist, hinting at a didactic, populist style not seen in Brazil since the days of the late dictator, Getúlio Vargas.

Mr Collor, still just 40, came to power on commitments to modernise Brazil by allowing the fresh air of the market to blow away the cobwebs of an outdated, state-centred economy. His team has worked for four months against the fertile political background of a country crying out for change and ready to suffer for it.

But within minutes of putting on the sash of office, Mr Collor delivered a clenched fist-harangue to the waiting crowds, promising "to give my life if necessary" in his battle against Brazil's 85 per cent a month inflation. Under the avuncular, outgoing president, Mr José Sarney, such hyperbole would have been greeted with embarrassed smiles.

If the style is pure 1930s, Mr Collor's objectives are modern indeed. His stated intention is to create a socially just, productive, flexible economy responding to the laws of supply and demand, not the seductive lure of bloated financial markets. But to do so, he has proved ready to use the draconian step of temporary price freezes, some 30 per cent of domestic product from citizens and companies' savings accounts and overnight deposits, in a monetary squeeze which removed more than 70 per cent of the country's liquidity.

Added to this are price controls and a fierce fiscal policy, hoisting levies on financial transactions, introducing a wealth tax and axing nearly all government subsidies and incentives. At the same time, he has pledged to slash spending by laying off thousands of civil servants on reduced pay, closing ministries and agencies and through a privatisation scheme involving the obligatory purchase of stakes in state companies by large private financial institutions.

With near unanimity, political and economic analysts have described the strategy as courageous, innovative, sophisticated and, *sotto voce*, almost certainly unconstitutional - though this worries few. "It is established practice in Brazil that something being unconstitutional does not mean that it cannot be done," pointed out Mr Raymundo Faoro, a distinguished former president of the Libertarian Order of Lawyers.

Far more relevant to inflation-wary Brazilians is whether the plan can be carried off. A lot depends,

# A brave throw of the dice in Brazil

Ivo Dawny examines the detail and context of President Collor's extraordinary economic shock plan



therefore, on the conviction and determination with which the new president has said it.

With the executive's powers sharply reduced under the new constitution, Mr Collor is on paper the weakest head of state ever. Yet nobody believes in his abilities more than the young president himself. In consequence, the sheer force of personality he looks set to give him way, insisting to a nervous Congress that he is facing elections in October that the buck stops with him.

Having delivered exactly what he promised - a reform heavily penalising the wealthier classes as the long-time beneficiaries of a four digit inflation rate - both the left and the right have been wrong footed. Two leading leftwingers, both economic spokesmen, have praised the plan in defiance of their party leaderships. Even the respected head of the Communist Party, Mr Roberto Freire, has been heard to admit: "It contains much that we would have wanted to do."

Allies on the right have been forced to overlook the gaping holes in their bank accounts and back the measures to, though some reluctantly. As one put it: "We will vote for it, but he has turned his friends into enemies and his enemies into friends."

But if formal political approval will be forthcoming, Mr Collor's honeymoon in power may well be interrupted by noisy jeering fistfights.

Already, the left trade union con-

federation, CUT, is busy mobilising resistance among civil servants due to be laid off from the 11 ministries shut down or merged. More will come from state agencies ranging from the Coaf Institute to the national film company, also due for closure. And these may soon be joined by private sector

**'Mr Collor is a high-tech strongman who has used . . . the economic equivalent of putting tanks on the streets'**

workers, shaken out by this week's dramatic fall in retail sales, which has emptied the country's supermarkets and shopping centres.

With characteristic menace, Mr Collor has warned "unpatriotic" companies planning mass sackings that their books will be carefully perused by the Revenue service. But there seems little doubt that there must now be some measure of recession given the sharp contraction in money available in the marketplace.

In the short term it is the day-to-day management of the monetary squeeze that will prove crucial. Mr Collor has said that an early release of a portion of the frozen accounts before the designated 18-month period elapses could well be

allowed if the battle with inflation is seen to have succeeded. "The beauty of the plan is that it allows us to turn on the tap whenever we want," he pointed out.

More beautiful still is its dramatic overnight impact on prices. Under inflation of over 1,700 per cent last year, Brazil's comprehensive indexation system had finally whittled away any relationship between real and nominal value.

The plan, devised by the 27-year-old Economics Minister, Ms Zélia Cardoso de Melo, has instantly given real weight to the new cruzado currency. Dollar exchange rates and gold prices have crashed amidst reports of 13 per cent April inflation, down from 85 per cent for March. And there is a real possibility that after state tariff rises have fed through, inflation in May will be near zero.

Businessmen were in panic this week as to where they would find working capital. But analysts appeared optimistic that liquidity will increase noticeably when this month's salary cheques come through. Other sources of funds will come from the Central Bank's auctions of frozen cruzados, repatriated capital from abroad, exports or borrowing in the new cruzado market at, admittedly high, interest rates. The pressure is now on business to get out and sell - that should mean lower prices. Many respected economists are pessimistic, however, arguing that Brasilia lacks the expertise to manage

the liquidity squeeze without gripping too hard or too soft. Not least, there are still doubts about the adequacy of the federal spending cuts - all the more urgent if a recession is whittling away at revenues.

But many questions remain. What, for example, will be the likely impact of Mr Collor's blanket liberalisation of prohibited imports (under a tariff regime) on the already depleted trade surplus? Where will the cruzado go under its controlled float? How deep will the recession be? Most answers are educated guesses.

Mr Ricardo Semler, owner of Semco, a São Paulo engineering company, believes the recession will be over in 90 to 100 days with unemployment rising to a heavy, but not intolerable 14 per cent ceiling. Import penetration will in the short term be inhibited by a lack of foreign exchange and an exchange rate of, perhaps, 50 cruzados to the dollar - a devaluation of roughly 16 per cent on last week.

Those confident that the plan can work, Mr Semler is unusual among his business colleagues in raising moral objections to Mr Collor's coup. "What people don't seem to realise is that the real value of frozen accounts is going to fall, I estimate, by up to 40 per cent by the time they are released," he said. "Mr Collor is a high-tech strongman who has used Third World tactics to try to make Brazil a First World country - the economic equivalent of putting tanks on the streets."

Others prefer to draw parallels with West Germany's creation of the D-Mark in 1948 or even a US Chapter 11 bankruptcy. But there is no doubt that savers have taken real losses.

This week the frozen New Cruzado was trading unofficially at two for every one readily-negotiable cruzado.

For most Brazilians, however, the ends justify the means. And though it is ruefully acknowledged that a left government might well have suffered a military coup if it had tried the same strategy, there is widespread admiration for Mr Collor's audacity.

Over the last couple of years, a government survey and several opinion polls have reported that between 55 per cent and 76 per cent of Britons believe we should run on the same time as most of the European Union Community: Greenwich Mean Time plus one hour two for every one.

There are many sensible arguments in favour of such a change. What we may call continental time gives lighter evenings in winter as well as in summer. The Government's own Transport and Road Research Laboratory recently calculated that as a result there would be 800 fewer deaths and serious injuries a year from road accidents. Dr Mayer Hillman, of the Policy Studies Institute, adds to that. Three years ago he abandoned the three year experiment of "continental time" in 1971, 16,000 such accidents would have been avoided.

The PSL whose work was

used in the Government's consultative paper on Summer Time last year, also reckons that thanks to the extra evening daylight, tourist earnings of about £150m last year could rise by 4 per cent, or about £60m. And it calculates that fuel savings could amount to £100m a year.

Strangely, most advocates of the change give the advantages of being on the same time as the rest of the EC a rather low priority: to be able to phone Brussels, Paris, or Bonn and find people in their offices and not at lunch; or to fly there and be able to fit in at least one appointment before lunch seems to me a real plus.

Compared to all this, the disadvantages of changing to continental time seem slight. The opposition is mainly from those whose day starts early: construction workers, postmen, milkmen or teachers. One need not go so far as to suggest that Scotland should have its own time (English counties had different times until railway timetables had to be drawn up). But in the far north where the sun anyway rises nearly an hour later in London, surely the opening of schools could be delayed in winter?

Over the last couple of years, of whom are against change, no one with livestock under cover has a real difficulty since virtually all have electric light. (My

neighbouring dairy farmer seems to keep his on all night, winter or summer.) Farmers with sheep or cattle in the hills might be different: it can make for much fun rounding up livestock in the dark. But perhaps the cattle markets too could start later in winter?

So with all these reasons in favour of a change, why are we not about to put the clocks forward two hours tomorrow night to embrace EC time? The principal reason, it seems, is that the Government has got cold feet, partly because of Scottish opposition and partly because with inflation, the poll tax and now the Mid-Staffordshire by-election it has no stomach for anything controversial. Sad.

Or is it? As I began to research this subject, that was certainly my opinion, and it seems reasonable now, in the greening spring. But as a convinced (if formally undiagnosed) sufferer from SAD, that seasonally affected disorder" where deepening depression seems inevitably to accompany darkening mornings, I know that, like the early morning risers, I would be upset in mid-winter with a nine o'clock dawn. Selfish and irrational no doubt, but I think of the Government's cold feet.

## LOMBARD

# Cold feet about Continental time

By Bridget Bloom

**'...the Group is well placed to benefit in the 1990's...'**

*M.J.G. Henderson*

Group chief executive



Copies of the annual report will be available from 1st May 1990 and may be obtained from the Company Secretary, Cookson Group plc,

130 Wood Street, London, EC2V 6EQ.

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Way ahead with technology

	1983	1984	1985	1986	1987	1988	1989
TURNOVER	£547.0m	£763.8m	£867.8m	£972.1m	£1188.8m	£1558.4m	£1979.5m
OPERATING PROFIT BEFORE INTEREST	£38.0m	£69.4m	£85.5m	£113.6m	£153.7m	£198.1m	£236.2m
PROFIT BEFORE TAX	£21.7m	£52.3m	£87.8m	£94.5m	£143.8m	£178.0m	£183.0m
EARNINGS PER ORDINARY SHARE	6.0p	17.3p	17.6p	20.8p	27.1p	31.7p	31.2p
DIVIDENDS PER ORDINARY SHARE	2.56p	3.13p	3.88p	4.38p	6.00p	7.75p	9.00p

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## LETTERS

### Anomalies in taxation of bonds in Peps

From Mr Donald Franklin.

Sir, Many staff of the financial institutions will be extremely disappointed that Mr Major did not include in his Budget measures to remove two important anomalies which arise in the taxation of beneficial loans.

The first problem arises when house purchase loans above the £30,000 limit are made to staff at normal arm's length customer interest rates.

Because the "Official Rate" for measuring benefits is set at a higher rate than the arm's length rate, staff have a taxable benefit which would not arise if the loan concerned was made by a different institution from that which employed the borrower. This is just unfair.

It is to be hoped that clauses will be introduced in the Finance Bill to remedy the anomalies. To ensure that this happens, I appeal to the many staff of banks, building societies etc who are affected by these anomalies to write forthwith to their MP's asking for support.

C.F. Pocock,  
Broadfields,  
Hertfordshire

scope of training, external investment of achievement).

A further benefit follows. As the quality of workplace training is guaranteed, German trade unions accept the low trainee allowances which are in effect, loans which are within the £30,000 limit for interest relief.

It is to be hoped that clauses will be introduced in the Finance Bill to remedy the anomalies. To ensure that this happens, I appeal to the many staff of banks, building societies etc who are affected by these anomalies to write forthwith to their MP's asking for support.

George Allen,  
West Woodlands,  
Newton Tracey,  
Barnstaple, Devon

From Mr Patrick Foley.

Sir, In concentrating on the young, Layard and Prais miss perhaps the most important aspect of the UK's problem: which is lack of skills throughout the existing workforce.

Patrick Foley,  
Deputy Chief Economic Adviser,  
Lloyds Bank,  
71 Lombard Street, EC3

such training as they see fit - and Layard and Prais are reticent on this score - many will receive during the other four days only some job-specific, and possibly unrelated, training. The widespread aversion of young people to school work will then be reinforced and the scheme will become irrelevant to them.

German practice, to which Layard and Prais point out, offers a further lesson: the importance of fusing schooling and training into an industrial education, leading to qualifications which reflect both knowledge and knowhow. To that end, the quality of workplace training in Germany is publicly regulated in terms of both product (acquisition of meaningful qualification in a recognised occupation) and process (qualifications of trainers,

## ECONOMY IN ACTION

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## FINANCIAL TIMES

Friday March 23 1990

**EXCHANGE QUAY**  
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## CHALLENGE TO US AND EUROPEAN PAYMENT SYSTEMS

## Japanese move into card market

By David Barchard in Monte Carlo

JCB, Japan's largest plastic card issuer, is to challenge the big international cards later this year by competing for personal customers in the UK, France and North America.

The move, aimed at establishing JCB alongside other main international card payment systems by the end of the 1990s, is potentially the largest move yet by the Japanese into the international retail financial services market.

Mr Kazunari Murata, JCB's senior vice-president, said yesterday that JCB hopes to have 500,000 customers outside Japan by the end of this year.

The company expects between 5 and 10 per cent of its total turnover, which reached \$15bn last year, to come from international operations, he said. JCB already issues some

corporate cards in the US.

"We shall begin by issuing cards to Japanese companies in the UK and France and individual Japanese customers and then fit international business travellers on to our existing customer base," he said.

With Japanese travellers spending \$2bn a year and our domestic sales growth rising 30 per cent annually we can afford to finance international card operations."

JCB, which operates a chain of customer service centres around the world providing travellers with financial services and round-the-clock advice and information, is clearly challenging American Express for its share of the market.

Mr Pete Hart, president of Master Card International, said by surprise at the announce-

ment "It has been obvious for some time that JCB was steadily building up its international retailer network to go into world markets," one banker said.

"But with only 10,000 retailers in the UK this seems a very early point at which to make the move. I would expect their business in the UK to remain chiefly Japanese, at least for a while."

Although Japanese financial institutions have been expanding rapidly in world markets recently, their focus has been almost exclusively on the business and wholesale markets.

European and American bankers have, however, suspected it would only be a matter of time before the Japanese began to woo the personal customer.

## Britain's trade deficit eases to £1.4bn

By Andrew Marshall, Economics Staff, in London

AN IMPROVEMENT in Britain's trade performance gave sterling and the stock market a boost yesterday, restoring some confidence after losses following Tuesday's budget.

Both the current account and trade deficits fell to £1.4bn (£2.24bn) in February, seasonally adjusted, compared with revised estimates of £2bn for both in January. The balance on invisibles – trade in services, such as banking, insurance and tourism, dividends and profits – was zero for both January and February.

Exports stood at £28.4bn, down slightly from £28.5bn in January. Imports fell to £29.8bn from £30.5bn. January's import figure was significantly distorted by unusually high imports of precious stones.

Excluding erratic items and oil, exports have grown 11 per cent by volume in the past 12 months, while imports have risen 0.5 per cent.

The pound recovered slightly from two days of losses after the budget to close more than a pence higher against the D-Mark at DM2.7300 in London. Against the dollar it closed at \$1.615, up from \$1.5945 at Wednesday's close. On the trade-weighted index, sterling finished at 85.8, up from 85.5 on Wednesday.

The FTSE index finished 0.6 points up at 2,258.9 on turnover of 497.8m shares, although the edge was taken off gains by Wall Street losses in early trading. Money markets and gilts ended little changed.

The trade performance was attacked in the House of Com-

mmons as "the worst beginning to any year in Britain's trading history" by Mr Gordon Brown, the opposition Labour Party's trade and industry spokesman.

But in the City of London, analysts saw it as a return to the improving trend of the last six months. "The key factor was the unwinding of the erratic from last month. It represented a return to trend," said Mr John Sheppard of Warburg Securities.

Some analysts saw the trade performance as support for the broadly neutral budget.

"The figures showed that, for the first time since 1981-2, domestic demand is growing less than supply," said Mr Michael Hughes of Barclays de Zoete Wedd. "The figures are confirmation that this is not the stage at which the Chancellor

or should knock demand on the head."

There was some controversy about the estimate for the balance on invisibles. Some analysts thought that it should be negative, given that the balance for the last quarter of 1989 was £713m in deficit.

The City was divided over the impact of yesterday's parliamentary by-election, almost certain to represent a loss for the Conservatives. Mr Hughes said the political risk factor was uppermost in the minds of traders. However, others said it may have little impact.

"It's a foregone conclusion, and it's already been discounted," said Mr Ken de la Selle of National Westminster Bank.

Lex, Page 24; London markets, Page 41

## All the world is a stage for Havel

By John Lloyd and Edward Mortimer in London

CZECHOSLOVAKIA'S best-known playwright has been playing to full houses in London for the past 48 hours.

Not a spare seat was to be had at the School of Slavonic and East European Studies, the Institute of Contemporary Arts or the Mansion House – not to mention Buckingham Palace and Number 10 Downing Street – all of which venues Vaclav Havel produced himself in a role which is clearly growing on him: that of visiting head of state.

At the ICA he starred in a triple bill with his friend Timothy Garton Ash, chronicler of last autumn's "Revolution of the Magic Lantern" (after the theatre in which Mr Havel presided over the non-violent but devastating explosion of the Civic Forum movement), and with George Steiner, the well-known British polymath, whose own family origins, he revealed, lie in the north-east of Mr Havel's country.

Mr Steiner paid tribute to the Czechoslovak President as one who has insisted on "living in truth" (the title of his

essay collection), something which, he added, is increasingly difficult for writers in the West even if it is at last becoming easier in what was until yesterday the East.

A pall of respect hung heavy on the occasion: it crossed no-one's mind to ask Mr Havel what he would do about productivity, trade or ethnic tensions.

Instead, the questions sought to reach the presumed level of the President, as with "How do the ideals of the platonic philosopher king relate to your present position?"

He came alive only when he said that the Czechs were now suffering from a "post-prison psychosis" which I have myself experienced several times.

All of a sudden they are in this new area and they find it difficult to understand. They want to know where is the beginning and where is the end. They want to know where the boundaries are. Before, they knew when their nose would be bumped and when it wouldn't. Now they are in an area where their nose may get

bumped at any minute, or not at all, and they don't know what will happen."

At a press conference yesterday morning the questions were a little tougher: Czechoslovakia's production of Semtex explosive, for instance, and the advice he would give to both sides in the Lithuanian crisis. (Answer: "I would advise them to be sensible and to have foresight and to look at this problem from a long-term point of view".)

He also said that in talks with Mrs Margaret Thatcher, Britain's Prime Minister, he had found their vision of Europe was not as far apart as he expected.

But he spoke of "new pan-European security arrangements, not anchored to Nato", which does not sound quite like her line.

The concept of Nato, he explained, was still based on the division of Europe and that situation had now changed. "I think it is unfortunate to keep on insisting on the flag of Nato... One has to look further ahead." This is a

theme we shall hear more about next month when his Foreign Minister, Mr Jiri Dienstbier, is to address the Royal Institute of International Affairs on "From the Europe of the blocs to a Europe of co-operation".

To the men of the City of London, over luncheon at the Mansion House, official residence of the Lord Mayor of London, Mr Havel delivered a homily on courage, asserting that Charter 77 had been inspired by Magna Carta, that "symbol of modern democracy." He paid tribute to the Czech and Slovak pilots who served in the Royal Air Force during the war – "people who were saving the honour of our nation, and our nation paid them handsomely for it: some spent years in prison, some even like her line."

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### INSIDE

#### Cookson simmers on a low light

The combination of high borrowings and rising interest rates took their toll on Cookson Group, the UK specialist industrial materials company, during 1989. Pre-tax profits advanced by just 3 per cent to £183m (£232m) and the City took a gloomy view of the figures marking the group's shares down by nearly 10 per cent. Page 31

**Morgan Grenfell regains ground**  
Morgan Grenfell has bounced back from its earlier setbacks. The London merchant bank, recently acquired by Deutsche Bank, ended its final year as an independent group with pre-tax up 57 per cent at £54.3m (£86.6m). David Lascelles reports. Page 33

#### Steeling the show

The recent shine on steel company shares in West Germany is largely unmatched among Europe's heavy manufacturing industries. The rise has been fuelled by strong demand for steel in West Germany, good prospects for rebuilding East Germany's corroded infrastructure, and reshaping within the steel companies themselves. Takeover speculation, often misplaced, has also affected shares. Underpinning all this is increasing investment in German stocks by other Europeans and now by the Japanese. Back page

#### Power politics

Temps are rising as problems beset the power engineering joint venture between Asa Brown Boeri and Italy's Ansaldi. A move by Finmeccanica, which controls Ansaldi, to sequester ABB's holding in an Italian power plant manufacturer has brought tensions out into the open. Meanwhile, ABB's Financial Services announced a 34 per cent rise in profits and EBC Brown Boeri, which owns half of ABB, is opening its share register to foreigners. Page 26

#### Adding to Capel's worries

Doubts over the future of James Capel, the UK's leading research house, were heightened this week by the abrupt departure of Peter Quinlan (left), the company's chairman and chief executive. Capel's staff were said to be deeply shaken by his exit at a time of uncertainty about the commitment of

Capel's parent, Hongkong Bank. Page 30

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#### Companies in this section

#### Chief price changes yesterday

FRANKFURT (DM)		
Fines	2785	+ 50
Allianz	1460	+ 39
Holzmann	960	- 30
Achmea Mon	760	- 5
Daimler	906.5	- 8
Deutsche Bk	888.5	- 23
Schering	880	- 23
Fliesen	72.1	+ 1
Faile	2785	+ 50
Compaq Computer	98.5	- 21.4
Kaufman & Broad	12.5	- 1.5
Macmillan Schied	10.5	- 1.5
Procter & Gam	67.5	- 1.5
New York prices at 12.30.		
LONDON (Pence)		
Fliesen	2000	+ 23%
Allianz	450	+ 50
Arco Pct	44.5	+ 11
Bass	925	+ 22
GUS A	985	+ 12
Greycoat	2085	+ 11
Hardy Oil	200	+ 6
Land Securities	477	+ 11
Lon & Edin Trst	172	+ 34
MEPC	493	+ 15
Wellcome	703	+ 17
Arco Pct	200	- 5
Bass	234	- 10
GUS A	203	- 33
Greycoat	1020	- 40
Hardy Oil	784	- 22
Land Securities	507	- 13
Lon & Edin Trst	115	- 22
Nobis Grp		



## RTZ profits leap to more than £1bn

By Kenneth Gooding, Mining Correspondent in London

RTZ Corporation, the world's biggest mining company, ended what chief executive Mr Derek Birkin described as a "momentous year" with taxable profits for 1989 comfortably above £1bn for the first time. The result climbed sharply to £1,164bn (£1.75bn), compared with £979m the previous year.

Net attributable profits were up 38 per cent from £425m to a record £588m. This was at the top end of most analysts' expectations.

Mr Birkin said RTZ had smoothly absorbed British Petroleum's mining and minerals assets, bought for \$3.7bn at the beginning of 1989, had restored the group's balance sheet strength and was poised both for strong organic growth and for further acquisitions.

Mr Ian Strachan, RTZ's finance director, said the group aimed to list on the New York Stock Exchange in June. Although RTZ's market value is attributable to profits in North America, only 8 per cent of its shares are held there.

The shares should appeal particularly to major institutional investors, he said, and RTZ hoped that in the medium term contributed to the group's balance sheet and financial strength.

RTZ's natural resources operations last year contributed £364m after tax but before corporate and financial costs, an increase of 110 per cent (from £205m) on the 1988 level. This included an initial contribution of £225m from the former BP assets.

While aluminium and gold prices were lower last year, they were offset by reasonably firm demand and improved copper, zinc, iron ore and titanium dioxide feedstock prices, which Mr Birkin pointed out, underlined the strength of RTZ's broad asset base.

The related industrial activities, now principally RTZ Pillar,

the building and engineering products business, contributed £58m against £20m, following a severe downturn in UK and North American residential building activity.

Pillar spent more than £7m on a recapitalisation which resulted in about 2,000 redundancies and this should result in a strong performance when economic activity in the UK and North America revives.

RTZ's turnover increased by 26 per cent, from £4.23bn to £5.16bn and earnings per share were up by 38 per cent from 49.2p to 62.8p. The group is lifting its total dividend by 23 per cent from 15p to 18.5p with a proposed final of 13.5p.

Mr Birkin was not giving much away about prospects for 1990 but he pointed out that world economic growth was expected to be a reasonable 2.75 per cent this year, while metals prices were expected to be "flat" rather than to fall.

RTZ is also on course to join the relatively few companies which produce more than 1m troy ounces of gold a year. Following the BP acquisition, RTZ's output last year jumped from 227,000 to 864,000 ounces. When the Bougainville mine in Papua New Guinea comes back into production, the total could go above 1m and another potential mine in that country, on Lihir Island, might add another 400,000 ounces a year.

Lex, Page 24

## Hepworth pays £155m for Saunier

By Jane Fuller in London

LONDON & EDINBURGH TRUST (LET), the property group built up by the Beckwith brothers, yesterday stimulated a depressed property sector by declaring that it was in bid talks.

The group's market valuation jumped by almost a quarter as the share price rose 34p to 172p, making the ordinary share capital worth £324m (£51.5m). The property sector, which since the beginning of last year has been underperforming the rest of the equity market, moved higher.

There has been speculation for several months that the group would either seek a merger or float elements off.

Movement in the share price yesterday morning prompted Lazar Brothers, London & Edinburgh Trust's merchant bank advisers, to announce that the group "is in discussions with a third party, following an approach, which may or may not lead to an offer being made for the company."

This approach was evidently made several weeks ago, but discussions have only recently reached the stage where there is a third party, following an approach, which may or may not lead to an offer being made for the company.

They are expected to continue for about another fortnight.

Although no information about the potential bidder has emerged, the market was quick to speculate.

• First, that LET is the subject of foreign interest evident in the British property market. This interest is based on the appreciation that property investment companies have been trading on discounts of 40 per cent to their net asset value and that development companies have been trading on price-earnings ratios of less than 10.

• Second, there is no secret that the Beckwith brothers, who set up LET in the early 1970s and own 20.5 per cent of the company's equity, have been dissatis-

**Mitsubishi will pay Kodak up to Y40bn for Verbatim**

By Alan Cane in London and Louise Kehoe in San Francisco

MITSUBISHI KASEI, an affiliate of one of Japan's six large integrated electronics companies, is to buy Eastman Kodak, the US chemicals group, between ¥30bn (£120m) and ¥40bn for Verbatim Corporation, a manufacturer of magnetic media for computer systems.

The sale had been anticipated as part of a restructuring announced by Kodak last year.

Mitsubishi intends to strengthen its business information system division and use Verbatim's global sales network.

The Japanese company would also have the rights to Verbatim's Datamax brand name.

Mitsubishi and Verbatim have had a close relationship since 1982, when the two companies formed a floppy disk joint venture.

Since Verbatim was acquired by Kodak in 1985 for \$175m, however, the floppy disk manufacturer has struggled in the face of mounting competition from Japan.

In 1988, Verbatim filed a dumping suit against Japanese manufacturers of floppy disks, charging that they were selling their products in the US below cost.

Last year the suit led to the imposition of stiff dumping duties upon Japanese-made floppy disks sold in the US.

Mitsubishi will obtain all Verbatim stock and its floppy disk and digital cassette tape businesses.

Floppy disks and magnetic tapes are the most common methods of low-cost data storage for computers.

Significantly, however, Kodak is retaining a business it co-developed with Verbatim which is concerned with small format optical disk technology. That business and its other magnetic tape activities would remain within Kodak's mass memory division.

Optical disk technology, where large amounts of data can be written and read by laser, the surface of a metallic disk, is likely to be the most important method of data storage in the future.

Kodak said it was selling the Verbatim business to concentrate on products consistent with its magnetic imaging strategy.

Verbatim, now 21 years old and based in Charlotte, North Carolina, was one of the pioneers of the floppy disk industry and has annual sales of approximately \$300m.

same view. Analysts lifted their estimates of 1989 profits to between £830m and £840m and Guinness shares closed up 9p at 679p. Mr Tennant said that, for the first time last year, the benefits of recent organisational changes were clearly reflected in trading results.

Group turnover was 15 per cent higher at £3.07bn and earnings per share rose by 33 per cent to 51.3p from 38.5p. A final dividend of 10.5p lifts the total payment by 33 per cent to 15.3p. Brewing worldwide turned in profits of £124m - 25 per cent up - with significant volume growth in stout.

United Distillers' portfolio of deluxe and premium spirits brands made substantial gains in the high-growth Asia/Pacific market. Volumes increased by 25 per cent in Japan after the removal of discriminatory taxes, and products were "encouraging" in South Korea and Taiwan, said Mr Tennant. In the US, Johnnie Walker and Dewar's Scotch whisky and Tanqueray gin all increased share in a difficult market.

## Guinness rises 33% to £691m before tax

By Philip Rawstorne in London

GUINNESS, the international drinks group, yesterday served up a 33 per cent increase in pretax profits for 1989. More than 80 per cent of the £691m (£1.0bn) result came from outside the UK, making the group one of Britain's top export earners.

Operating profits on the spirits business were 24 per cent higher at £542m, and for the first time for a decade the group's distilleries were working at full capacity.

Mitsubishi intends to strengthen its business information system division and use Verbatim's global sales network.

The Japanese company would also have the rights to Verbatim's Datamax brand name

## INTERNATIONAL COMPANIES AND FINANCE

### FT WRITERS REPORT ON DEVELOPMENTS AT EUROPE'S LARGEST ENGINEERING GROUP Tensions rise at ABB and Ansaldo

By John Wyles in Rome

**ABB**'S over future strategy and control are severely disrupting the power engineering joint venture between Asea Brown Boveri (ABB) and Italy's Ansaldo.

Tensions within the partnership, established at the beginning of last year, have come out into the open with a move by Finmeccanica, the state holding company which controls Ansaldo, to sequester ABB's 50 per cent shareholding in France, Tosi, the Italian power plant manufacturer.

Finmeccanica says the sequestration, which an Italian court has granted on an interim basis, is purely precautionary and should not be seen "as an act of war."

**Financial Services unit boosts earnings by 34%**

By Robert Taylor in Stockholm

**ASEA** Brown Boveri's Financial Services, one of the fastest growing business segments in Europe's biggest engineering group, announced yesterday that it achieved a 34 per cent improvement in its profits (after financial items) last year, with a rise to \$101.4m from \$75.5m in 1988.

Its total assets nearly doubled in 1989 with an increase to \$9.2bn from \$4.92bn in the previous year.

In its four years of life, Financial Services has benefited from the dramatic global rise of the parent company since the Asea Brown Boveri merger in the autumn of 1987.

"We want to be a multi-do-

but feelings are running high at Finmeccanica's headquarters over ABB's failure to pass to the joint venture the majority stake in France. Tosi by the March 15 date stipulated in their agreement.

Franco Tosi is Italy's second manufacturer after Ansaldo of power equipment and was on the verge of being acquired by the state company in 1988 when ABB stepped in with a higher last minute offer.

ABB and Ansaldo also set up a second joint venture at the beginning of 1988, with the former holding 50 per cent control, specialising in the manufacture of generators.

The ABB-Ansaldo problem will be seen as putting a fur-

ther question mark against joint ventures between public Italian companies and private sector partners.

Though many are working in total harmony, problems seem to arise because the state-owned company is not allowed the political flexibility to make a swift change of strategy which some private partners suddenly require.

ABB's surprise acquisition last November of Combustion Engineering of US appears to lie at the heart of the problem with Finmeccanica.

Until then, Ansaldo ABB Components was clearly designated to be ABB's flagship, albeit on a minority basis, in the business of power station

boilers and steam turbines. Mr Percy Barneveld, ABB's president, is understood to believe that to be more competitive the joint venture needs to use the US technology and that it should be more closely integrated into ABB.

He is also said to be concerned that the market for traditional boilers is falling, while the joint venture has no strategy or capacity to move into the growing sector of gas turbine generation.

Finmeccanica, which is part of the Iri group, says that it is prepared to discuss how to rationalise these overlapping activities after Franco Tosi has been put in the joint venture, but not before.

**BBC Brown Boveri acts to ease foreign investment**

By William Duliforce in Geneva

**BBC** Brown Boveri, the Swiss holding company which owns half of Asea Brown Boveri (ABB), is opening its share register to foreigners.

BBC said the move reflected the multinational basis of the ABB group and would enable it to make use of foreign capital markets to meet future equity needs.

The board announced yesterday that it was raising the ceiling on shares that could be held by a single stockholder from 15,000 or roughly 1.5 per cent to 7 per cent of the total registered stock regardless of the holder's nationality.

At the same time BBC announced dividend and capi-

tal increases. The holding company reported a 1989 net income of SFr103.8m (\$62.2m).

The BBC board proposed to raise its shareholders' dividends from SFr50 to SFr62.50 per bearer share and from SFr10 to SFr12.50 per registered share and participation certificate, making a total payout of SFr34.8m.

In addition, to meet its part of the SFr780m increase in ABB's share capital in December, BBC will float a convertible bond issue of about SFr150m and raise some SFr250m in new share capital through a one-for-20 offer to holders of registered and bearer shares.

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## INTERNATIONAL COMPANIES AND FINANCE

## New World seeks to take full control of hotel interests

By Angus Foster in Hong Kong

NEW WORLD Development, a Hong Kong property company, is seeking to take full control of New World Hotels, its 51 per cent owned hotel arm which last year took over the US-based Ramada chain.

The offer, which is subject to minority shareholders' approval, values New World Hotels at HK\$8.6bn (US\$4.2m) and makes the largest company so far to try and pull off one of Hong Kong's lacklustre stock market.

New World Development and Chow Tai Fook, its privately owned parent - both controlled by the Cheng family - are offering HK\$4.25 a share for the 25 per cent of New World Hotels they do not already own between them.

The bid is pitched at a 17.9 per cent premium to the shares' pre-suspension price yesterday, but is still some way below New World's Hotel's net asset value, estimated at HK\$3.25 a share.

The proposals, however, are likely to be accepted since the largest minority shareholder, with 9 per cent, is a company controlled by Peregrine, a newly founded aggressive investment house backed by some of Hong Kong's best-known tycoons.

Peregrine acquired the New World Hotels stake last month at an effective book cost of

HK\$5 a share. Yesterday's offer could net the company a quick profit of HK\$8.3m. Mr Philip Rose, Peregrine chairman, said the offer was "not unreasonable" and he is thought likely to accept.

The offer also marks the latest in a stream of deals from Mr Henry Cheng, New World Development's high-profile managing director, who took over the company from his father a year ago. Last September, Mr Cheng helped Mr Vincent Lai, another prominent Hong Kong businessman, the private Shui On, his property company.

Mr Cheng said New World Hotels' shares had not been actively traded and, with the outlook for the Hong Kong hotel market unclear, the offer gave minorities a chance to sell out of the company.

New World Hotels owns or manages seven hotels in Hong Kong and has ambitious plans throughout Asia. The company also manages more than 100 hotels worldwide under the Ramada name.

Although its borrowings were raised sharply by the US\$355m Ramada takeover, Mr Cheng said yesterday that the disposal of some of the Ramada chain's US assets, due for completion in July, would bring down the group's gearing.

## Hongkong Hotels gains 15% in 'difficult year'

By Angus Foster

HONGKONG and Shanghai Hotels, owner of the Peninsula, the colony's most luxurious hotel, yesterday reported a 15 per cent rise in net profits to HK\$370m (US\$47.4m) while admitting that last year was difficult.

Turnover grew 29 per cent to HK\$1.47bn and the company, which is controlled by the Kadoorie family, also said profits were boosted by a HK\$400m writeback of excess provisions as well as by changes in accounting policy.

Despite a slowdown in tourism in Hong Kong, the Peninsula and the Kowloon Hotel, the company's other hotel in the colony, reported extremely high average occupancies of 83 per cent and 91 per cent respectively.

The Peninsula also claimed the highest average room rate in Hong Kong of HK\$2,197 a night.

However the group's Penin-

sula New York hotel lost money steadily last year. Although occupancy levels improved at the end of the year, the project is likely to stay in loss until 1992 at the earliest, the company said.

In China, Hongkong and Shanghai Hotels' last remaining management contract, for the Portman in Shanghai, runs out next month. However the company is thought to be negotiating for the management contract for the Palace hotel in Peking.

Earnings per share grew 15.6 per cent to 37 cents. The company is recommending a final dividend of 11 cents to make total distribution for the year of 17 cents, up 13 per cent from last time.

Mr Hammer Webb-Peploe, managing director, said he believed the hotel market was now returning toward previous levels after the impact of last year's slowdown.

## Jardine Strategic profits rise 46% to HK\$1.28bn

JARDINE Strategic Holdings, the investment holding company set up three years ago as part of restructuring within Hong Kong's Jardine Matheson empire, yesterday rounded off the group's reporting season by announcing net profits up 46 per cent to HK\$1.28bn (US\$1.33bn) last year, writes Angus Foster in Hong Kong.

The company derives almost all its income from key stakes in Jardine Matheson's listed associates, which have already announced strong profits growth.

Under a cross-shareholding Jardine Strategic owns 36 per cent of Jardine Matheson, which in turn holds 54 per cent of Jardine Strategic. Jardine Strategic also owns 45 per cent of the retailer Dairy Farm, 33 per cent of Hongkong Land, the leading property company, and 47 per cent of Mandarin Oriental, a hotel operator.

Jardine Strategic said earnings per share increased 48 per

cent to HK\$2. The company is recommending the payment of a final dividend of 10 cents for its ordinary shares and 35 cents for its preference shares. Total dividends for the year on the ordinary shares increased 30 per cent to 25 cents while the total distribution on the preference shares remained unchanged at 50 cents.

Mr Henry Keswick, chairman, complained that the company's shares continued to be shunned by the stock market. He said Jardine Strategic traded at a 39 per cent discount to net asset value at the end of last year.

However the shares have risen in the last week as various Jardine companies have reported higher than expected profits. Yesterday they added a further 40 cents to HK\$1.60.

Jardine Strategic results benefited further from an extraordinary gain of HK\$17m compared with a loss of HK\$43m.

## Lesson in store for 7-Eleven chain

Robert Thomson on Ito-Yokado's plans for the Southland network

Convenience stores on suburban corners around the world will come under the management of Ito-Yokado, a Japanese retail group, in its \$400m agreement to take a majority stake in Southland, the ailing Texas-based owner of the 7-Eleven chain.

The Japanese company, which has had a 17-year relationship with the creator of 7-Eleven, now asserts that it will teach the debt-ridden US company a few lessons about distribution networks - an ironic ambition in the context of Washington's constant criticism of Japan's sometimes convoluted distribution system.

However, Mr Toshifumi Suzuki, president of 7-Eleven Japan, and vice-president of Ito-Yokado, added last night his company's merchandising skills have become well enough known for a Harvard professor



Toshifumi Suzuki (left) and Masatoshi Ito: distribution lessons

was surpassing its maker were evident in its \$75m purchase in November of Southland's 57 stores in Hawaii as part of the US company's vain attempts to salvage itself. Mr Suzuki said that the need for a change of management style in the Hawaiian stores was obvious.

That belief inspires 7-Eleven's confidence that its style in Japan can revitalise the US chain and improve returns in the 20 other countries with 7-Eleven stores. Mr Suzuki said that his company had thought about establishing a foreign network but was in no hurry until Southland approached the company in January for help and needed an immediate decision for the sake of survival.

The Japanese company is to invest more in the stores and to review the sales system, Mr Suzuki said. "Southland has good potential. It has a net recurring loss. If they had a loss on their business operations we would not be interested."

7-Eleven Japan is concerned

networks "because people in different cultures have basically the same desire, assuming they are at about the same stage of development."

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that the purchase of the US chain could stir further debate in the US about Japanese acquisitions. Mr Suzuki, however, made clear that Southland has promised to explain the deal to US business organisations and politicians to ensure that controversy is kept to a minimum.

Mr Suzuki said the two companies had a similar corporate culture, and "we have had friendly relations over 17 years." He also suggested that few companies were as cash-rich as Ito-Yokado and "could afford such a purchase," so it was the natural partner for the ailing US company.

Ito-Yokado began as a dry-goods store in 1920, and now includes the Denki's restaurant chain, which also prides itself on its stock electronics as much as its food, and several retail chains, including York Mart supermarket



Daikuma discount stores and Robinson's department stores.

Although retail sales in Japan have been strong in the past year, there is concern that the current currency and stock market problems will undermine consumer confidence in an already competitive market.

Mr Suzuki said the attraction of a majority stake in Southland is not just the retail potential in the US, but the "links we will have with 13,000 stores worldwide" and the potential relation with the company's present operations in Japan.

Notice to the Holders of each of  
MITSUI TOATSU CHEMICALS, INC.  
U.S.\$200,000,000 4 1/4 PER CENT.  
GUARANTEED BONDS DUE 1992 WITH WARRANTS  
TO SUBSCRIBE FOR SHARES OF COMMON STOCK  
OF MITSUI TOATSU CHEMICALS, INC.  
(THE "WARRANTS A")

MITSUI TOATSU CHEMICALS, INC.  
U.S.\$300,000,000 2 1/4 PER CENT.  
BONDS DUE 1994 WITH WARRANTS  
TO SUBSCRIBE FOR SHARES OF COMMON STOCK  
OF MITSUI TOATSU CHEMICALS, INC.  
(THE "WARRANTS B")

MITSUI TOATSU CHEMICALS, INC.  
U.S.\$300,000,000 4 PER CENT.  
BONDS DUE 1998 WITH WARRANTS  
TO SUBSCRIBE FOR SHARES OF COMMON STOCK  
OF MITSUI TOATSU CHEMICALS, INC.  
(THE "WARRANTS C")

Pursuant to Clause 4(A)(ii) of each of the Instrument dated 18th August, 1988 (the "Instrument A") relating to the Warrants A, the Instruments dated 15th February, 1990 (the "Instrument B") relating to the Warrants B and the Instrument dated 15th February, 1990 (the "Instrument C") relating to the Warrants C, notice is hereby given as follows:

At the meeting of the Board of Directors of Mitsui Toatsu Chemicals, Inc. (the "Company") held on 6th March, 1990, it was determined that the Company issue new shares of its common stock ("Shares") to its shareholders of record as of 31st March, 1990 by way of a free distribution of Shares at a ratio of 0.03 Shares for each Share held.

Consequently, the Subscription Prices (as defined in the respective Instruments) of the Warrants A, the Warrants B and the Warrants C will be adjusted, effective as of 1st April, 1990 (Tokyo time), in the manner as set forth below pursuant to Clause 3(i) of each of the Instrument A, the Instrument B and the Instrument C, respectively.

1. Warrants A  
Subscription Price before adjustment: Yen 85.30  
Subscription Price after adjustment: Yen 82.50

2. Warrants B  
Subscription Price before adjustment: Yen 1,003.00  
Subscription Price after adjustment: Yen 973.80

3. Warrants C  
Subscription Price before adjustment: Yen 1,003.00  
Subscription Price after adjustment: Yen 973.80

MITSUI TOATSU CHEMICALS, INC.

By The Long-Term Credit Bank of Japan,  
Limited  
as Principal Paying Agent

Dated: 23rd March, 1990

## Will Fundamentals Prevail in the German Bond Market?

Concern over the proposed monetary union with the GDR has upset the West German bond market. The fundamentals have been eclipsed by emotion and speculation.

There is no denying the fact that the 1990 bond market year started on the wrong foot. Sentiment, which had been comparatively strong at the end of last year, hit an abyssal low earlier this year. Yields ticked up almost daily, propelled by the slide in "bund" futures prices on London's LIFFE and the debate on the proposed economic and monetary union between the Federal Republic of Germany and the GDR, which many see as a serious threat to price stability and the D-mark's strength in the currency markets.

This caused the average public bond yield to rise from 7.60% at year-end 1989 all the way to 9.15%, its highest level since the autumn of 1982, despite the fact that the economic environment does not provide the least justification for such a big jump. But the market paid little heed to sober arguments based on hard facts in the past few weeks.

Whether and when the fundamentals will reassess themselves depends not least on how soon the anxieties and speculation about the possible consequences of monetary union with the GDR can be laid to rest.

### Bond's borrowing reserves

While the demands on the public authorities will doubtless increase, the current state of their finances provides more scope for an increase in borrowing than many people seem to think. We should not forget that the Federal Government severely reduced its borrowing from banks and other institutional investors in the past few years. The Federal Government's debt on the books of institutional investors has dropped to its lowest level since the early 1980s. If we also take into account that the federal debt rose by no less than DM 260 billion in the past decade, the decline in funding through debt certificates (SD Certificates) looks even more impressive. The percentage of SD Certificates of the total federal debt dropped from 51% in 1980 to 21% at year-end 1989. If the Federal Government merely decided to return to the 1980 borrowing pattern, it could raise an additional DM 145 billion from banks and other institutional investors.

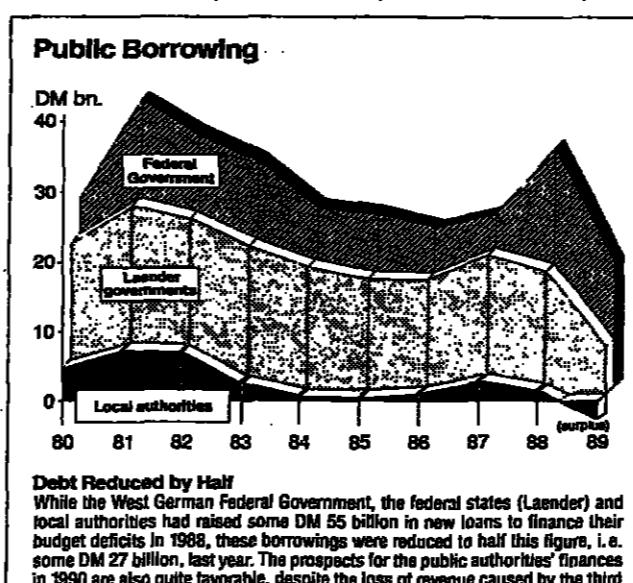
This means that, even if sales of public bonds should not proceed as smoothly in the months to come as they did in the past, Bonn would by no means be faced with a funding crisis. It could easily raise additional funds via SD Certificates in the event that the need to provide assistance to the GDR should raise Bonn's borrowing requirements.

No figures can as yet be put on the burden economic and monetary union with the GDR will impose on the public budgets. And there is another point: The bulk of the funds required is likely to be provided by the private sector, mainly via investments by companies. What is needed now is a cool head rather than wild conjecture.

Applied to the bond market, all this means that neither a steep rise in interest rates nor a major spurt in inflation is in the pipeline. The recent uptick in interest rates in the Federal Republic, triggered by fear that the Federal Government and industry could be saddled with a crushing financial burden, is a purely psychological phenomenon, which cannot be combatted with logical arguments, at least not for the moment.

Once international investors start to realize that unification with the GDR will increase the Federal Republic's economic potential, this will have a positive effect on both the D-mark and the German bond market.

To summarize: The move toward German reunification would only pose a threat to the West German bond market if it had to be financed exclusively through the domestic debt market. And there is no ground for the assumption that this will be the case, particularly in view of the internationalization of the financial markets, which recognize opportunities when they see them. And German reunification will not only cost money, it will also provide enormous opportunities.



Debt Reduced by Half

While the West German Federal Government, the federal states (Lander) and local authorities had raised some DM 55 billion in new loans to finance their budget deficits in 1988, these borrowings were reduced to half this figure, i.e.

some DM 27 billion, last year. The prospects for the public authorities' finances in 1990 are also quite favorable, despite the loss of revenue caused by the third round of tax cuts. However, the financial burden resulting from the merging of the two German states is still an unknown quantity.

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Street \_\_\_\_\_

City \_\_\_\_\_

Country \_\_\_\_\_

Please print \_\_\_\_\_

Bayerische Landesbank  
Girozentrale  
Economics Department  
P.O. Box 200525  
D-8000 Munich 2

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8000 München 2,  
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Luxembourg, Tel: 287-9111.  
Representative Offices:  
Tokyo, Tel: 287-0135;  
Toronto, Tel: 862-8840;  
Paris, Tel: 40671929;<

## INTERNATIONAL COMPANIES AND FINANCE

*This announcement appears as a matter of record only***Fleetinsel Hamburg**GLV Gebäude- und Liegenschaften Verwaltung  
GmbH & Co. Fleetinsel Erste Bürosäule KGGLV Gebäude- und Liegenschaften Verwaltung  
GmbH & Co. Fleetinsel Dritte Bürosäule KGGLV Gebäude- und Liegenschaften Verwaltung  
GmbH & Co. Fleetinsel Zweite Bürosäule KG**DM 230,000,000**  
Project Financing

Provided by

Citibank Aktiengesellschaft

- Agent -

Banque Paribas (Deutschland) OHG

- Filiale Hamburg -

Bayerische Vereinsbank Aktiengesellschaft

- Niederlassung Hamburg -

BHF-BANK

Commerzbank Aktiengesellschaft

- Niederlassung Hamburg -

Deutsche Bau- und Bodenbank Aktiengesellschaft

- Zweigniederlassung Hamburg -

Vereins- und Westbank Aktiengesellschaft

Westfalenbank Aktiengesellschaft

Arranged by

Citibank Aktiengesellschaft



March 2, 1990

*This announcement appears as a matter of record only.***The Scottish Asian Investment Company Limited**

managed by

**Murray Johnstone (Jersey) Limited****US\$ 35,000,000**Placing of  
Participating shares and warrants

by

**Hoare Govett Corporate Finance Limited**

Co-distributors

W.I. Carr (Far East) Limited  
Daewoo Securities Co. Limited

February, 1990

**SVENSKA SELECTION, SICAV**Registered office Luxembourg, 146, Boulevard de la Pétrasse  
R.C. Luxembourg B.22.175To the Shareholders of  
SVENSKA SELECTION FUNDDear Sirs,  
You are hereby convened to attend the Ordinary General Meeting of Svenska Selection Fund, which is going to be held on April 6th, 1990 at 14.30 hours at the Head Office with the following Agenda:

1. Report of the Board of Directors and the Auditors.
2. Report of the independent Auditor about the financial situation of this corporation.
3. Approval of the Balance sheet and the Profit and Loss statement as at December 31st, 1989.
4. Discharge to the Directors and to the statutory Auditor.
5. Statutory elections.
6. Miscellaneous.

Yours faithfully,  
The Board of Directors**SVENSKA HANDELSBANKEN BOND FUND, SICAV**  
Registered office: Luxembourg, 146, Boulevard de la Pétrasse  
R.C. Luxembourg B.22.175

489D SVENSKA HANDELSBANKEN BOND FUND

Dear Sirs,  
You are hereby convened to attend the Ordinary General Meeting of Svenska Handelsbanken Bond Fund, which is going to be held on April 6th, 1990 at 14.45 hours at the Head Office with the following Agenda:

1. Report of the Board of Directors and the Auditors.
2. Report of the Independent Auditor about the financial situation of this corporation.
3. Approval of the Balance sheet and the Profit and Loss statement as at December 31st, 1989.
4. Discharge to the Directors and to the statutory Auditor.
5. Statutory elections.
6. Miscellaneous.

Yours faithfully,  
The Board of Directors**Commonwealth Bank of Australia**  
**A\$ 125,000,000**  
Puttable Adjustable Rate Notes due 1992

For the period 6th April, 1990 to 6th April, 1991 the Notes will carry an interest rate of 15 1/2% per annum with a coupon amount of A\$153.75 per A\$ 1,000 Note and A\$1,57.50 per A\$ 10,000 Note. The relevant interest payment date will be 8th April, 1991.

Due to the late notification of this note the Bank has extended the deadline for the Noteholders Option, by two business days, to and including the fourth business day prior to the 6th April, 1990.

BANK OF TOKYO AUSTRALIA LIMITED  
AGENT BANK**Western Union faces threat of bankruptcy**By Anatole Kaletsky  
in New York

WESTERN Union, the US telecommunications company which was acquired two years ago by Mr Bennett LeBow, a leading junk bond financier, said it might be forced to file for bankruptcy within the next few months.

In a filing with the Securities and Exchange Commission, Western Union said that unless it could raise funds through asset sales or renegotiations of loan agreements, it would be unable to make an interest payment of \$51m due on June 14.

The company also said that it might fail to meet the capital tests in its junk bond indentures by the end of the current quarter.

Either of these events "could result in default and could force Western Union to seek protection under the US bankruptcy code," according to yesterday's filing.

Western Union's financial troubles came as no surprise to analysts on Wall Street. The bonds issued by Drexel Burnham Lambert to finance Mr LeBow's takeover were considered almost from their inception to be among the most speculative securities in the junk bond market.

Western Union was already flirting with bankruptcy when it was bought by Mr LeBow in December 1987.

It had been struggling for years because of the steady decline of its core telegraph and money transfer businesses, but Mr LeBow's takeover imposed a huge additional interest burden, since it was financed with \$500m of debt and only \$25m of equity.

The company's financial position went from bad to worse last summer, when the nominal interest coupon on most of its main junk bond issue was raised from 16 1/2 to 19 1/4 per cent.

The situation deteriorated further in November when Columbia Savings &amp; Loan, a leading junk bond investor, and Drexel backed out of an agreement to lend \$51.4m to one of Mr LeBow's companies which had been planning to channel the funds to Western Union.

**Case Poclain more than doubles profits**By William Dawkins  
in Paris

CASE POCLAIN, the formerly troubled French manufacturer of farm and construction machinery, controlled by the US Tenneco group, yesterday reported more than doubled profits for 1989.

The figures are not exactly comparable because the company has changed its accounting year-end, but sales rose from FF7.1bn (US\$4.23bn) in the 13 months to end-December, from FF6.8bn in the previous 12 months.

This makes Case Poclain the country's third industrial engineering group in sales terms.

Net profits advanced from FF102m to FF239.5m over the same period.

The group said demand from construction and public works customers was strong throughout the industrialised world, as were sales of agricultural equipment in France, but it warned that the environment was deteriorating.

Adjusting for the change in year-end, sales rose by an underlying 12 per cent overall.

**Avery registers lower rate of revenue growth**By Karen Zagor  
in New York

AVERY International, the worldwide manufacturer of tapes, office products and specialty chemical adhesives, yesterday reported essentially flat first-quarter earnings.

The Pasadena, California-based company reported net income for the three months ended February 28 of \$20,424 or 46 cents a share, compared with profits of \$20,391 or 46 cents in 1989. Revenues in the 1990 quarter rose by 4 per cent to \$421.9m from \$413.9m a year earlier, against 11 per cent revenue growth in the first quarter of 1989.

Mr Charles Miller, chairman and chief executive, attributed the slower rate of revenue growth to a slowdown in several of Avery's key industrial markets. "In the US, slower markets affected our automotive businesses and our tape and ticket businesses which serve retail department stores," he said. Business difficulties experienced by two of Avery's key customers in France hurt the company's paper-tape business.

Avery's US roll paper and films materials businesses reported solid sales and profits, as did the company's office products business.

Mr Miller said Avery's European automotive business remains strong.

Although Avery anticipates slower industrial growth for the coming year, the company expects to report improved earnings and sales for the whole of 1990.

**Banca Popolare claim for compensation 'groundless'**

By Haig Simonian in Milan

KPMG, the international accounting and consultancy group, yesterday sent a stiff rebuke to Italy's Banca Popolare di Milano over the bank's attempts to freeze the assets of KPMG Peat Marwick Fides, the accountants' Italian partner.

The KPMG Italian unit is embroiled in an increasingly bitter L120bn (US\$4.4m) legal wrangle with Banca Popolare over the bank's acquisition of Istituto Milanesi Leasing (IML), a small leasing company.

In a strongly worded statement, the accountants say Banca Popolare should not have bought a stake in IML without having taken note of a

clear "reserve" on a balance sheet item in its 1987 accounts, which KPMG audited.

Describing the bank's L120bn claim for compensation as "groundless" and "clearly intimidatory, aimed at diverting the attention of the bank's shareholders," KPMG accuses the bank of ignoring the fact that IML's 1987 accounts had included a reference to the need for further investigation of certain items.

The fact that the acquisition was made without consulting the auditors to carry out further investigations or to wait for the revised computation of the financial depreciation indicates that the choice of buying was not based on a

**Engesa seeks protection from creditors**By John Barham  
in Sao Paulo

ENGENHEIROS Especializados (Engesa), Brazil's leading arms manufacturer, has filed for protection from its creditors at a Sao Paulo bankruptcy court.

The company has liabilities of about US\$150m and assets estimated at only \$75m.

Mr Sébastião Giralde, the company's lawyer, said: "Engesa's difficulties have nothing to do with the Government's economic policies."

However, it laid off 500 of its 1,200 employees on Monday, the first business day under the Government's radical anti-inflation policies.

In common with the rest of the Brazilian arms industry, the roots of Engesa's problems are linked to economic problems in its principal export markets in the Middle East and black Africa. Sales have dwindled with the end of the Gulf War, falling oil prices, rising debts and an uncompetitive exchange rate.

A Varsity official said that the acquisition pushed long-term debt up to \$72m at the end of January, from \$25m a year earlier. Fourth-quarter interest payments jumped from \$16.2m to \$20.5m.

A Varsity official said that cash flow was expected to jump this year to \$150m from \$55m in 1989.

Varsity, which has a 20 per cent share of the world tractor market, said operating income from farm machinery rose 10 per cent in the face of a flat market, thanks to a more profitable sales mix and tight cost controls.

The company, one of Canada's oldest, is embroiled in a political row over a proposal to move its head office from Toronto to Buffalo, New York.

Critics allege the move would violate job-creation and other undertakings given to the Ontario Government as part of one of the earlier bailout packages.

Revenues began declining in 1987.

The company reduced its labour force, sold off assets, pressed for government financial assistance, but still sank into debt.

Until last week's emergency policies, short-term bank loans were carrying nominal interest rates approaching 3,000 per cent a year.

Mr Giralde said local banks and suppliers are the company's main creditors.

*An important announcement to our stockholders:*

Copies of the 1989 Annual Report of Citicorp can now be obtained from-

Citibank, N.A., 336 Strand,  
London WC2R 1HB, telephone  
438 0960 between the hours of  
9.30am and 4pm Monday to  
Friday.Postal applications should be addressed for the attention of  
Rachel Hodson, Corporate Affairs.  
**CITICORP CITIBANK**  
Citicorp, 339 Park Avenue, New York, New York 10043  
Incorporated in the State of Delaware

New Issue This announcement appears as a matter of record only

March 23, 1990

**Amro Bank**

Amsterdam-Rotterdam Bank N.V.

Amsterdam, The Netherlands

**DM 500,000,000  
Subordinated Floating Rate Notes of 1990/2005**

Issue Price:	100%
Interest Rate:	Six-months-Libor + 1 1/4% p.a. in the years 1 to 5, + 1 1/2% p.a. in the years 6 to 10, + 1 3/4% p.a. in the years 11 to 15;
	Interest is payable semi-annually in arrears on March 23 and September 22 of each year.
Repayment:	on March 23, 2005, at par
Listing:	Düsseldorf and Frankfurt am Main

Trinkaus &amp; Burkhardt

Kommanditgesellschaft auf Aktien

Aarne Handelsbank

Aktiengesellschaft

Landeskreditbank Baden-Württemberg

Bank Brüssel Lambert N.V.

Aktiengesellschaft

Bayerische Landesbank

Girozentrale

DSL Bank

Aktiengesellschaft

Industriebank von Japan (Deutschland)

Aktiengesellschaft

Samuel Montagu &amp; Co.

Limited

Norddeutsche Landesbank

Girozentrale

Westdeutsche Genossenschafts-Zentralbank eG

Aktiengesellschaft

Deutsche Bank

Aktiengesellschaft

Mitsubishi Bank

(Deutschland) GmbH

Stadtsparkasse Köln

**STATE BANK OF SOUTH AUSTRALIA**

A \$75,000,000

FLOATING RATE NOTES DUE 1994

Holders of the notes of the above issue are hereby notified that for the next interest sub-period the following

## INTERNATIONAL CAPITAL MARKETS

# Treasuries gain on back of Japanese troubles

By Janet Bush in New York and Andrew Freeman in London

**US TREASURY** bonds registered healthy gains at mid-session, largely reflecting continued strength in the dollar and turmoil on the Japanese stock market.

Short-dated maturities were quoted as much as ½ point

**GOVERNMENT BONDS**

higher and the Treasury's benchmark long bond was quoted ½ point above Wednesday's close to yield 8.44 per cent.

There are various theories about why bond prices have been rising so solidly. These include the argument that Japanese investors are putting money into US bonds as a safe haven from their troubled markets.

One source of buying at the long end of the yield curve is stripping activity by Japanese investors interested in owning zero coupon bonds. Stripping activity has doubled since the beginning of the year from the \$2.5bn monthly average in the fourth quarter.

The dollar continued to profit from the loss of confidence in Tokyo, rising to ¥155.10 at the New York mid-session from an earlier low in the US of ¥145.55.

**UK GOVERNMENT BONDS** enjoyed a slight tonic yesterday in the form of better than expected trade figures for February.

However, a restrained rise in gilt prices was more technical

**BENCHMARK GOVERNMENT BONDS**

	Coupon	Bid	Date	Price	Change	Yield	Week	Month
UK GILTS	10.000	4/93	91-10	+07/32	13.57	13.45		
	10.000	5/93	91-10	+05/32	12.82	12.38	11.64	
	9.000	10/93	91-24	+10/32	11.63	11.29	10.71	
US TREASURY	8.500	02/90	92-29	+12/32	8.51	8.56	8.50	
	8.500	02/90	100-18	+15/32	8.45	8.63	8.54	
JAPAN	No 129 4.800	6/98	86-4228	+0.183	7.25	7.28	7.02	
	No 129 4.800	3/97	86-2841	+0.344	7.08	7.04	6.44	
GERMANY	7.125	12/89	80-7003	+0.720	8.88	8.82	8.91	
FRANCE	8.000	02/85	84-8805	+0.178	10.43	10.50	10.97	
DAT	8.000	03/85	82-3020	+0.440	9.73	9.89	10.40	
CANADA	9.250	12/90	90-2000	+0.300	10.80	11.04	10.95	
NETHERLANDS	7.750	01/90	82-7100	+0.410	8.88	9.12	8.20	
AUSTRALIA	12.000	7/90	92-4891	+0.001	13.42	13.48	13.27	

London closing; \*denotes New York morning session

Prices: US, UK in £/100s, others in decimal

Yields: Local market standard

Technical Data/ATLAS Price Source

than fundamental and traders said sentiment remained nervous following remarks in Parliament by Mr John Major, the Chancellor, on funding policy.

At the long end, the 11% per cent gilt maturing 2003-07 improved to 97¾, up ½ point to 12.08 per cent, while shorter maturity gilts were up around ¼ point.

Analysts said that the trade figures, particularly the sharp 4.5 per cent monthly decline in basic materials imports, showed a trend in the right direction.

■ **THE WEST** German government bond market moved forward yesterday after a hesitant start, as technical trading and a slight reduction in volatility on the futures market encouraged dealers to mark prices higher.

The June bond future dropped 20 pence below its previous close of 97·70 before recovering strongly to break the 93.00 resistance level. The contract reached a high of 93.50 and settled around 93.32.

On the cash market, the benchmark 7½ per cent bond maturing in 2000 was fixed at 94.54, 54 pence up, to yield 8.87 per cent. It later improved a further 25 pence.

■ IN JAPAN, only a late recovery prevented government bonds from reaching new lows. A rally was spurred by the improvement of the yen against the US dollar and a buy-in operation by the Ministry of Finance.

The benchmark 118th issue was yielding 7.26 per cent at the close in Tokyo, after hitting a low of 7.425 per cent earlier in the day.

**State bank launches options for French Ecu bonds**

THE FIRST options allowing long-term hedging of Ecu-denominated French government bonds were launched yesterday by Crédit Lyonnais, following previous options on equivalent French franc instruments, writes Andrew Freeman.

**FT INTERNATIONAL BOND SERVICE**

Listed are the latest International bonds for which there is an adequate secondary market.

Close price on March 22 Change on

US DOLLAR STRAIGHTS Issued Bid Offer day week Yield

Alberta 6% 96 750 93.4 93.4 +0.10 9.26

Austria 9% 93 600 93.4 100.0 +0.40 9.23

Austria 9% 93 140 100.0 101.0 -0.10 9.28

E.C.E. 9% 95 120 99.9 100.0 -0.05 9.24

E.R.B. Tel. Fin. 9% 98 250 110.0 100.0 +0.20 9.32

E.R.B. Tel. Fin. 9% 98 250 110.0 100.0 +0.20 9.32

E.C.C. 9% 95 200 99.8 100.0 +0.10 9.40

## INTERNATIONAL CAPITAL MARKETS

## Underwriters focus more on specialised issues

By Norma Cohen

WITH NEW issue activity in the Eurobond market calmed by uncertainty about worldwide interest rates, underwriting has increasingly focused on specialised issues.

Yesterday saw the arrival of two asset-backed issues and a new convertible Eurobond. The convertible, a £100m issue of capital bonds for Hepworth, is intended to help finance the UK company's acquisition of French-based Saunier-Duval, the gas boiler manufacturer. J. Henry Schroder Waggs is underwriter.

The issue, classified as deeply subordinated debt - Hepworth carries it on its balance sheet as equity - bears a coupon of 11½ per cent and is priced at par. The issue carries an unusually low conversion premium of 5 per cent, one of the lowest of any UK convertible issued for some time. The bonds are convertible at a price of 265p against Wednesday's close of 239p.

Although such a low conversion premium would usually encourage early conversion,

the bonds' yield of 4½ per cent over the shares' dividend yield is likely to induce investors to hold their paper longer. The issue is being sold on a "claw-back" basis, by which shareholders as of March 15 have

### INTERNATIONAL BONDS

the first right to purchase securities.

Any bonds left unsold thereafter will be sold to the public. There is no grey market in the securities, and dealings will begin on April 11.

Convertible dealers said the low conversion premium and high current coupon are likely to make the issue attractive.

Also launched yesterday was a £70m 11-year floating rate note backed by junk bonds issued via Morgan Stanley International. The securities are callable after one year and have a minimum redemption feature of 25 per cent in each of the last four years. The issuing

vehicle is YCM Investments NV and the securities pay ¼ over six-month London interbank offered rate (Libor). At an issue price of \$9.35, the bonds cost 9.82 basis points over Libor to the call date. Morgan Stanley declined to describe the securities backing its offering, but noted that there is an AAA credit rating provided by Financial Guaranty Insurance Co.

Separately, TamTrade, a Cayman Islands-based subsidiary of Mexican steelmaker Tubos de Acero de Mexico, issued a \$30m two-year bond via Bankers Trust International. The bonds are the latest of such bonds by Mexican entities that are designed to take advantage of tax concessions and provide currency arbitrage for liabilities paid in pesos.

The bonds are secured by a \$30m deposit with Bancomer SA London and carry a coupon of 12 per cent. The issue is priced to yield a minimum of 14 per cent and bonds have largely been placed at 14½ per cent.

### NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Coupon %	Price	Maturity	Fee	Book runner
Osce Kontrollbank(a)♦	150	10%	101.70	1995	1% 1/4	Banque Paribas
STERLING						
Hepworth Cap.Fin.(g)♦	100	11 1/4	100	2005	2%	J.H. Schroder Waggs
US DOLLARS						
YCM Investments(e)♦	70	1 1/2	98.35	2001	30bp	Morgan Stanley Int.
TamTrade Ltd.♦	30	12	(0)	1992	n/a	Bankers Trust Int.
SWISS FRANC						
Int'l. Life Re Dev. Bank(d)♦	125	7 1/2	101 1/2	2002	2 1/4	UBS
Gen.Electric Cap.Corp.(a)(v)♦	115	10 1/2	100 1/2	1995	1 1/4	SBC Int.
YEN						
ASLX-CGDR-FICO(D)♦	2bn	11 1/2	100 1/2	1991	5 1/2	Nippon Credit Int.
Swedbank(b)♦	2bn	(c)	101 1/2	1992	1 1/4	LBG Int.
Swedbank(c)♦	1bn	(d)	101 1/4	1992	1 1/4	LTCB Int.

\*Private placement. ♦Convertible. ♪Floating rate notes. ♫Final terms. ♬Non-callable. ♭Redemption linked to Nikkei stock index. ♮Coupon pays 10% above Libor. ♯Coupon pays 10% above Libor. ♩Coupon pays 10% above Libor. ♪Coupon to yield between 14% and 14 1/2%. ♫Conversion price £2.85. Call after three years of 102. Convertible capital bond.

## Nomura withdraws \$100m warrant fund

NOMURA Securities International has withdrawn its \$100m equity warrant fund, launched on March 15, because it failed to draw enough subscriptions, writes Norma Cohen.

Prices of equity warrants in the secondary market have been plunging since the start of the year in line with the 25 per cent drop on the Tokyo

Stock Exchange. Nomura said subscriptions were "well below" the level sought and that the firm had decided to withdraw the fund completely.

Japanese companies whose shares are traded on the Tokyo Stock Exchange have been the primary issuers in this market. Because the securities are highly geared, the warrant funds remain active.

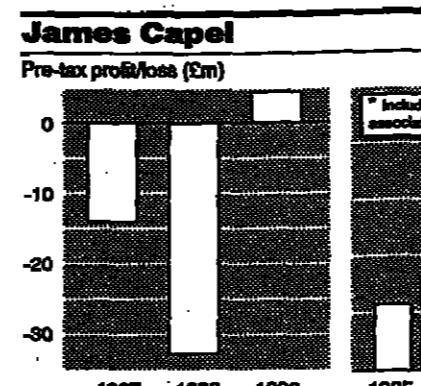
However, several other warrant funds remain active.

## Questions weigh heavily on James Capel

Richard Waters on the outlook for the UK broker after the loss of its chief executive

**T**HE things we have raised question marks over the future of James Capel, the UK's leading research house. These are the declared intention of its parent, Hongkong and Shanghai Banking Corporation, to get closer to its 1987 stock market crash, when other brokers found their bank parents moving to take greater control, Capel maintained its autonomy.

However, as Capel ran up losses of £1m (£22m) in 1987 and £3m in 1988, relations



between the two sides deteriorated. Hongkong Bank's involvement in the UK securities industry, already difficult to justify on strategic grounds, was getting difficult to justify on investment grounds. The bank had no ambitions to be a global investment bank, and, while it has developed rapidly overseas, its aim of becoming a global investment house is some way from being achieved.

But parenthood and the capital available to Capel have

been the greatest uncertainties. Viewed in one way, the deal with Hongkong Bank was a brilliant coup, giving the firm a parent known for not interfering in the operations of its subsidiaries. Even after the 1987 stock market crash, when other brokers found their bank parents moving to take greater control, Capel maintained its autonomy.

The doubt was heightened this week by the abrupt departure of Mr Peter Quinnem, Capel's chairman and chief executive. He was one of the handful of people who negotiated Capel's sale to Hongkong Bank in the run-up to London's Big Bang, which allowed banks and others into the UK stock market. Mr Quinnem tried more recently to renegotiate Capel independence, but was not allowed his way.

The departure of Mr Quinnem, a strong-willed 44-year-old, has shaken Capel staff deeply. One of its highly-rated research analysts has declined to be named, said: "It is obviously unsettling. The bank is committed to us, but there is likely to be a lot of speculation around now, even more than before."

This uncertainty comes at an important time for Capel. Its position as the UK's pre-eminent research house is under threat, throwing doubts on the strategy it adopted at the time of Big Bang. And, while it has developed rapidly overseas, its aim of becoming a global investment house is some way from being achieved.

But parenthood and the capital available to Capel have

thought to have little interest in getting back into the market.

The new Capel management, meanwhile, says that whatever happens, it has been assured of operational autonomy, and will not face a shotgun wedding with Midland's investment banking arm, Midland Mon-

tage.

The new management team has plenty to keep it occupied while this saga unfolds. One of its most important jobs will be to maintain Capel's research leadership in the face of a strong challenge. Days before his departure Mr Quinnem said that losing the number one slot would be a severe blow to the firm. Though it relies on less than a quarter of its income, the London research strength is what gives the Capel name.

Despite its strong market position, however - it handles over 9 per cent of customer business - Capel has only scratched a living in UK equities in the past three years. And with trading volumes unlikely to rise substantially, it seems improbable that the firm will make money from its dominance for some time.

Capel does not stay out of market-making on principle; it reviews its position frequently, but has so far concluded that the costs of building and maintaining a 60-strong team of market-makers would outweigh the likely extra income.

Meanwhile, Capel has been expanding rapidly overseas. Less than half its income is earned in the UK (of which less than half is earned from UK equities).

used, along with broking, in roughly equal amounts to its Pialibon pre-tax profits last year. Kidder, said Mr Carpenter, was particularly keen to enter Spain's active cross-border mergers and acquisitions market.

Mr Carpenter, who was moved over from GE to run Kidder just over a year ago, said he believed that the stern measures he took last year to improve the firm's "drifting" performance were now bearing fruit. Costs had been reduced and the structure improved, and the relationship with the parent had been strengthened.

## Kidder Peabody buys 25% of Spanish investment house

By Peter Bruce in Madrid and David Lascelles in London

KIDDER Peabody, the US investment bank, is extending its European links by buying 25 per cent of Benito y Monjardín, one of Spain's most successful new investment houses. The deal, worth more than \$2m, is among the biggest foreign investments of its kind in Spain.

Kidder will sell part of the stake to General Electric Capital Corporation, the finance arm of its parent company GE, and to SOPAF, a Milan financial house in which Kidder also has a stake. Mr Michael Carpenter, Kidder's chief executive, said his firm had been con-

sidering a partnership with a Spanish institution for more than a year. "We are trying to build a strategic alliance that works," he said.

"If you take a 10-year horizon, Spain has to be one of the real growth economies in Europe."

The move was part of Kidder's selective approach to the European market, where it intended to build up a series of strategic alliances. Kidder also has a relationship with Matschka, the German investment firm.

The deal will inject much-needed new capital into B&M, which, since the

Spanish stock market reforms last August, has been one of only three independent stockbrokers to hold a place in the top 10 stock market dealers nationwide.

Mr Juan Monjardín, B&M's chairman, said the deal would "strengthen our financial muscle in Spain." Some 57 brokers registered after Spain's bourse reforms last year. However as the market has subsided, many analysts are predicting a rash of mergers.

B&M has extended its activities into asset management, the money markets and merchant banking, which contrib-

uted, along with broking, in roughly equal amounts to its Pialibon pre-tax profits last year. Kidder, said Mr Carpenter, was particularly keen to enter Spain's active cross-border mergers and acquisitions market.

Mr Carpenter, who was moved over from GE to run Kidder just over a year ago, said he believed that the stern measures he took last year to improve the firm's "drifting" performance were now bearing fruit. Costs had been reduced and the structure improved, and the relationship with the parent had been strengthened.

### LONDON MARKET STATISTICS

#### FT-ACTUARIES SHARE INDICES

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#### EQUITY GROUPS & SUB-SECTIONS

Figures in parentheses show number of stocks per section

	Thursday March 22 1990		Wed Mar 21	Tue Mar 20	Mon Mar 19	Year ago Mar 21
Index No.	Day's Change %	Day's High/Low	Day's Mar 21	Mar 20	Mar 19	Mar 18
1 CAPITAL GOODS (222)	-89.33	-0.1	13.49	5.14	9.04	3.19
2 Building Materials (27)	104.02	+0.5	15.04	5.43	8.28	0.89
3 Contracting, Construction (37)	1411.65	+0.1	17.57	5.66	7.51	6.04
4 Electrical Goods (14)	1471.55	+0.1	11.25	5.66	10.75	9.75
5 Electronics (29)	1616.70	+0.3	9.97	4.07	16.11	16.11
6 Engineering-Aerospace (8)	435.88	+0.5	15.36	5.32	13.01	12.01
7 Engineering-General (44)	461.85	+0.2	12.24	5.32	9.83	6.10
8 Metals and Metal Forming (6)	491.16	+0.2	23.96	6.34	4.71	0.00
9 Motors (16)	354.37	-0.3	14.22	5.28	8.33	3.10
10 Other Industrial Materials (25)	1581.84	-0.7	11.33	4.81	10.28	3.12
11 Paper, Print. & Publ. (17)	1046.02	+0.5	15.04	5.43	8.28	0.89
12 Petroleum & Chemicals (24)	1445.56	+0.5	12.50	5.24	12.27	5.27
13 Precision & Diagnostic (4)	1454.52	+0.5	12.45	5.24	12.48	5.28
14 Food Manufacturing (20)	1044.58	+0.5	10.45	4.42	11.98	4.74
15 Food Retailing (6)	2244.40	+1.2	9.04	3.39	7.09	2.22
16 Health and Household (13)	2507.11	-0.4	7.22	2.77	16.55	2.48
17 Leisure (31)	1444.11	+0.5	9.79	4.20	12.61	6.20
18 Packaging & Paper (13)	359.13	-0.3	12.57	5.61	10.05	4.46
19 Publishing & Printing (6)	1935.84	+0.5	10.04	5.48	12.72	5.17
20 Stores & Supermarkets (23)	1475.30	+0.5	11.51	5.24	11.51	5.24
21 Textiles (12)	1045.32	+0.6	12.13	5.06	9.29	3.77
22						

## UK COMPANY NEWS

## Shares fall 14% after interest holds Cookson back to advance of 3%

By Andrew Hill

**COKSON GROUP**, the specialist industrial materials company, is to cut back on capital expenditure and acquisitions this year, after a combination of high borrowings and rising interest rates hit profits in 1989.

The company's shares slipped nearly 14 per cent yesterday - from 285p to 205p - when it announced an advance of just 3 per cent in pre-tax profits to £183m (£178m).

Earnings per share came down from 31.7p to 31.2p and the City took a gloomy view of the figures, especially as favourable exchange rates helped boost the 1989 figure by about 5.7%.

Sir Mr Michael Henderson, chief executive, said analysts' profit forecasts had been unfairly optimistic. He did not say they had taken into account the evidence of higher financing costs in Cookson's interim figures, released in September. The group's shares have declined sharply since last August, falling from a peak of 380p.

The Cookson board recommended a final dividend of 6p, making 9p (7.75p) for the year.

Operating profits rose from £98.1m to £236.2m, of which almost exactly half came from related companies, chiefly Cookson's half-share in Tioxide Group, the titanium dioxide manufacturers it owns with Imperial Chemical Industries.

But interest payable more than doubled during 1989 to £63.2m (£20.1m) as Cookson's



Michael Henderson: profit forecasts had been unduly optimistic  
borrowings rose by some £230m to more than £500m, nine times pre-interest profits in 1988, to just under 4.5 times last year.  
Mr Henderson said £20m of the increase in interest charges

could be blamed on higher borrowings, but more than £10m was due to the rise in interest rates.

He said the group had decided it could justify its heavy programme of acquisitions and capital expenditure in 1989 in spite of the more difficult economic climate. "It's been the year for laying down some strong foundations for the business," he said.

Altogether Cookson incurred capital expenditure of more than £100m in 1989, against £64m the previous year, and more than doubled the £35m it spent on acquisitions in 1988.

The expenditure coincided with a slowdown in consumer spending in the UK which affected the market for white goods using Cookson components, such as refrigerators, and hit the group's metals and chemicals division. The division also suffered from fluctuating aluminium prices during the year. Profits were cut to £24.4m (£35.6m) on sales of £502m (£400m).

Mr Henderson said: "It has definitely been a year of mixed fortunes; there have been some record results and some less good performances."

The ceramics and plastics division made £56.8m (£42.4m) on sales of £232m (£257m); Cookson America contributed £52.7m (£32.2m) on turnover of £77.8m (£60.1m) and the company's titanium dioxide interests made £92.1m (£77.9m) on turnover of £247m (£232m). See Lex

### In the ranks of the better paid

By Steven Butler

**SIR PETER WALTERS**, who retired as British Petroleum chairman last week, has plenty of justification for the broad grin which graces the second page of the BP annual report published today.

Sir Peter last year joined the ranks of Britain's best paid business executives with a 33 per cent pay increase to £708,722.

BP's replacement cost profit, by contrast, actually fell by 5 per cent to £1.35bn. On a historical cost basis - the official figures which include stock holding gains - the increase looks more justified. Profits rose by 44 per cent to £1.74bn.

Sir Peter earned less than half the £1.5m paid to Lord Hanson, chairman of Hanson, and far less than Mr Tiny Rowland, who was paid £1.32m as chief executive of London.

By international - meaning US - standards, Sir Peter's pay is not exceptionally high for a company of BP's size.

Sir Peter's increase, from £514,558, accounts for a good chunk of the rise in pay to all the directors, which were up by 22 per cent to £3.11m.

Mr Robert Horton, BP's new chairman, says he doesn't know how much money he'll be making at the end of the year. His basic salary is thought to be close to £400,000, but like Sir Peter, about half of the final pay will be made up of bonuses, assuming BP is happy with his performance.

BP also appears to be taking good care of its retired directors. Pension-related payments to directors and former directors took an even bigger leap of 57 per cent to £2.53m.

### Acquascutum faces winding-up challenge

By David Owen

A resolution to wind up Acquascutum is likely to be presented at the classic cloth company's agm, following the breakdown of talks between the group's directors and dissident shareholders.

The group last week challenged the board's control of the company, which has traditionally been maintained through ownership of its 3.5m ordinary shares.

The challenge is in the form of a resolution requiring the group to include resolutions fully to enfranchise the group's Class A restricted voting shares and appoint two additional directors in the notice of its agm.

Holders of the 27m Class A ordinary shares are entitled to vote only on certain resolutions. The dissident group represents investors owning 2.2 per cent of the Class A shares.

The resolution also included a special resolution to wind up the company in the event that to enfranchise fully the Class A share is not properly carried.

Acquascutum said that it has been advised that Class A shareholders are not entitled to vote on either of the first two resolutions, but did not dispute their right to vote on the special resolution to wind up the company up.

The company also appointed Mr Philip Birch to the board.

### DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corres-ponding dividend	Total for year	Total last year
Beauford	£3.84p	May 10	3.2	5.52	4.6
Bemrose	£1.7	May 25	7	11.3	11
SMB Resources	£2.7	May 25	2.3	4	3.5
Calid Group	£3.56p	Apr 27	2.5	-	6.5
Castle Combes	£1.4	Apr 26	3.5	-	8.5
Clyde Petroleum	68p	May 14	0.5	1.15	1
Cooper	£1.7	July 2	5.25	9	7.75
Copymore	£1.7	-	1.7	2.5	2.5
Cramphorn	£2	Apr 27	1.65	-	6.25
Crode Int'l	£6.9	July 2	6.2	11	10
Gerton Eng	£5.25	July 2	4.75	7	6.25
Guinness	£10.9	May 21	8	15.3	11.5
Headlam	£1.65	June 4	1.25	2.4	2
Hepworth	£8.7	-	7.9	13.85	12.05
Holdens Tech	£1.4	-	4	6	6
Johnstone Press	£3	May 9	2.5	4.5	3.5
Lamb (John)	£10	-	9	15	12
Mallard	£4	May 21	3	5.6	4.4
Manders	£4.05	-	4.05	6.05	6.35
Mounders (John)	£2.3	Apr 30	2.1	4.75	-
Mollins	£8	May 25	7.1	10.5	9.6
Morgan Grampian	£8.25	-	7	12.5	10.85
Mount Charlotte	68p	May 21	0.875*	1.3	1.15*
Nestor BMA	£21	June 15	1.7	3	2.5
PFG Hedgeon	£1.2	Apr 30	-	-	-
Pressec	£0.75	May 17	0.5	-	2
Remondi	£3.62	-	2.855	5.35	4.275
RITZ	£13.91	-	10.75	18.5	15
Ritland Trust	68p	May 21	0.42	0.8	0.63
Sage Group	£1.5	-	1.5	-	3.5
Smith & Nephew	£0.475	-	0.475	0.75	0.75
Spring Ram	£0.475	July 5	2.25	4.25	-
Steel Burill	£1	June 8	0.25	0.4	0.33*
Telematrix	£0.51	May 24	7.3	11	10
Thorpe (FW)	£2.5	-	2.5	-	6.5
Tyndall Hedges	£3	June 15	3	5.5	5.5
Wilson Bowden	£5.4	May 24	4.72	7.6	6.72

Dividends shown per share not except where otherwise stated.  
\*Equivalent after allowing for scrip issue. 10m capital increased by rights and/or acquisition issues. \$USM stock. \$SUSM quoted stock. 9th market. \*Carries scrip option.

## Mount Charlotte advances to £47.6m after absorbing Thistle

By Andrew Bolger

**MOUNT CHARLOTTE** Investments, Britain's second biggest hotels group which in November paid £445m for Thistle Hotels, yesterday announced a 15 per cent increase in pre-tax profits to £47.6m in the year to December.

The group had established a unique portfolio of properties and as the largest hotelier in the London market it was well placed to benefit from the increasing demand for rooms and the continuing increase in capital values.

Mount Charlotte said that notwithstanding a generally pessimistic attitude in equity markets and an unprecedented level of properties for sale, it had received a high level of offers for hotels in its planned disposal programme.

Analysts remain unhappy about the sedate pace of sharply higher interest costs

group's disposals programme, although Mr Peel insists that he is taking his time to ensure premium prices for the properties he does sell. Uncertainty about the proposed sales has led to a variety of forecasts for the current year, with the middle of a wide range being pre-tax profits of £50m and earnings of 6.1p. At yesterday's close of 58p, down 2p, that puts the shares on a multiple of about 10 - roughly average for the sector. Any downside is limited by the net asset value of £1.29p per share and presence of Sir Ron Brierley, the New Zealand businessman who now owns 27 per cent of the group. The integration benefits of the Thistle hotels should start coming through this year, but there seems little scope for short-term advance in the share price until more of the planned disposals are turned into hard cash.

### Spring Ram bucks trend with 45% rise to £24.1m

By David Owen

**SPRING RAM**, the bathroom and kitchen business, continued to belie dreadful housing market conditions yesterday by reporting a 45 per cent advance in pre-tax profits for the 53 weeks to January 5.

However, the Yorkshire-based group's problem-free reputation was tarnished somewhat by a £1.18m extraordinary charge relating to the termination of a bathroom distribution joint venture.

"We got our feet wet slightly," said Mr Bill Rooney, chairman, relating how the company had set up a venture with an automotive distributor "who knew nothing about bathrooms."

"It is one-off, special, contained cost," he added. The share dropped 2p to 109p, repeating Wednesday's 2p loss.

The company, which was started from scratch in a roofless blanket mill ten years ago, also announced a capital investment programme involving the expenditure of £25m over the next three years.

The programme would provide an additional 1.5m sq ft of factory space split between five locations. The group already makes one-third of all British baths and 15 per cent of kitchens.

In all, pre-tax profits rose to £24.1m from £16.5m in the year to December 31 1988. Turnover was up 42 per cent at £121m (£85.2m), with the split between bathrooms and kitchens approximately 50/50.

According to Mr Rooney, all the company's core businesses significantly increased their market share at a time when most competitors experienced "quite severe setbacks."

Gearing remains nil, and the group has liquid funds in excess of £15m.

Earnings per share - hit by 14 per cent increase in tax rate to 28.63p - rose 25 per cent to 8.6p (6.5p). A final dividend of 0.28p (0.23p) was recommended making a total of 0.4p (0.33p).

**BNB lifts profits 11% to £4.5m**

**BNB Resources**, the recruitment and regional advertising agency, formerly Charles Barker reported pre-tax profits up by 11.1 per cent during 1989 at £4.45m. Turnover was at £10.45m.

The figures still reflect 10-month contributions from the Charles Barker public relations business, which was sold to the privately-owned Corporate Communications company last autumn for £2m, and from Ayer Barker, the consumer advertising agency. BNB distributed its 75 per cent interest in Ayer Barker to NW Ayer of the US by way of "dividend in specie", also during the autumn.

BNB shares gained 5p to 81p yesterday.

**PROFIT BEFORE TAX UP 18.3% EARNINGS PER SHARE UP 20.1% DIVIDEND UP 14.9%**

"1989 was another excellent year for Hepworth PLC with pre-tax profits exceeding £100m for the first time."

Professor Roland Smith, chairman.

Hepworth enters the 90's as one of the UK's foremost suppliers of building products with major shares in the drainage, central heating and garage door markets.

A major force in the refractories, industrial sands and resin markets both within the UK and overseas.

	1989	1988
Turnover	604.0	576.8
Profit before tax	102.1	86.3
Profit after tax	66.4	56.0
EPS	34.34	28.59
Dividend	13.85	12.05

For copies of the 1989 Hepworth PLC Report and Accounts please write to The Company Secretary, Hepworth PLC, Tapton Park Road, Sheffield S10 3FS.

The contents of the statement for which the directors of Hepworth PLC are solely responsible have been approved for the purpose of Section 17 of the Financial Services Act 1986 by an authorised person.

**HEPWORTH ENTERS THE 90'S WITH STRENGTH AND CONFIDENCE**

**HEPWORTH PLC**

**WILSON Bowden plc**  
HIGHLIGHTS FROM THE

## UK COMPANY NEWS

## Britain's biggest builder hit by collapse of housing market in south east England John Laing's profits tumble to £57.5m

By Andrew Taylor, Construction Correspondent

**JOHN LAING**, Britain's biggest general builder, last year paid the penalty for building four-fifths of its UK houses in south east England, the area worst hit by the collapse of the residential property market.

Pre-tax profits during the 12 months to the end of December tumbled by 15.6 per cent from £88.1m to £57.5m.

Earnings per share were left 17.6 per cent lower at 45.4p.

Turnover rose marginally from £1.35bn to £1.36bn.

As well as being the country's biggest general builder, Laing is also Britain's fifth largest housebuilder as well as having a large civil engineering division.

Mr Martin Laing, chairman, said that profits had increased in every division except housebuilding in south east England.

Sales of housing in Scotland, where the company builds the other 20 per cent of its UK homes, were running at a record high last year, he added.

And sales of houses in California, where the group has expanded rapidly in recent years, more than doubled to 837. Nonetheless, the number of UK houses sold by the group fell from 3,436 to 2,384.

So the gains in Scotland and California were insufficient to offset a 35 per cent decline in housing profits from £51m to £33.3m.

Construction order books, however, are at a record level.

Construction turnover last year increased by 14.5 per cent (excluding businesses which have been sold) to £994.7m.

And construction profits increased by 25 per cent to £25.9m as margins hardened from 2.2 per cent to 2.6 per cent. Laing said the size of its construction order book increased by 35 per cent last year.

The value of orders stood at £1.5bn at the end of 1989.

During the year the group moved from cash surplus to borrowings of £30m, representing 17 per cent of shareholders funds at the end of the year.

A final dividend of 10p (6p) makes 13p (12p) for the year.

### • COMMENT

The advantage of being a housebuilder in south east England is that you can make a lot of money when the housing market is booming, as it did two years ago.

Conversely, sales and prices in the south east tend to slide further and faster than the rest of the

country when the market turns down. Unfortunately for Laing, the next UK housing upturn is at least 12 months away. The housing market in California is also softening, which is bad news for other UK housebuilders operating in the state. Construction, however, should see another good 12 months based on a very strong order book. The strong family shareholding means the group is under less pressure to turn forward construction profits to offset problems in housing. Some again remains to put that group on a prospective p/e of 6.5. Buyers taking a long term view of a company in the housing market might be encouraged by the group's strength in south east England but expect little upturn in the short term.

**Martin Laing**, sales in California, where the group has expanded rapidly in recent years, more than doubled



Martin Laing, sales in California, where the group has expanded rapidly in recent years, more than doubled

## Speciality chemicals shine in Croda's lacklustre £36.4m

By Peter Marsh

**WEAKENING** demand, especially in the UK, restricted profits last year at Croda International, the chemicals, food and cosmetics company, which yesterday reported a pre-tax profit of £36.4m for 1989 - a 2 per cent increase.

Sales were 7 per cent ahead at £737.5m (£648.8m). The taxable figures in 1988 was £56.5m. A final dividend of 6.5p (6.2p) is proposed to make 10p (10p) for the year. Earnings per share were 19.5p (19.4p).

Mr Michael Valentine, chairman, said the speciality chemicals business, which accounts for more than half the company's profits, had a mixed year. In this unit, adhesives and colours had done well, though hydrocarbons and operations in Canada were disappointing. Trading profits for

the unit rose to £20.2m (£19m).

Divisions concerned with industrial chemicals, food and cosmetics and toiletries all suffered falls in trading profits. The figures were £2.6m (£3.5m); £1.6m (£1.9m); and £2.3m (£2.3m). Profits in surface coatings

for 1989. The company is, however, making encouraging noises about its recent large investment programme having a positive effect on trading performance in 1991 or 1992. In the area of investment, no one can complain of Croda lacking ambition: capital spending in 1988 was £28.2m, compared to £18.3m in 1988. But with trading conditions for chemicals appearing to be worsening in many countries, it is difficult to put the right gloss on this aspect of the Croda story. The jury is still out on whether Croda is bravely re-equipping itself for the 1990s or is simply spending too much at the wrong time. Analysis are forecasting a pre-tax profit for 1990 of about £37m, which would put the company on a p/e of roughly 9.

### • COMMENT

Croda continues to have an unenviable ring to it - despite the company's efforts to add higher-value areas of chemicals to its product portfolio and to expand overseas. With the fall-off in demand growth for many types of chemicals likely to continue for the next year or 18 months, both in the UK and most other countries, Croda faces a tough year in 1990. Profits for this period are unlikely to be much above

## Wilson Bowden ahead to £40.3m

By Andrew Taylor, Construction Correspondent

**WILSON BOWDEN**, the housebuilder and property developer, last year increased pre-tax profits from £30m to a record £40.3m in spite of a collapse in British house sales.

Mr David Wilson, chairman, said conditions in the UK housing market were the worst during his 25 years in the industry.

This made the group's performance last year even more creditable, he said.

Turnover fell slightly from £149.5m to £147.7m. Nevertheless, earnings per share rose from 38.9p to 40.1p.

A recommended final dividend of 5.4p makes 7.6p (6.72p) for the year.

Housing profits slipped from £35.5m to £33.9m. This was

more than offset by an 80 per cent increase from £4.7m to £3.5m in profits on property development, where sales increased from £18.4m to £30.6m.

The number of houses sold by Wilson Bowden last year fell to 1,219 from 1,592 in 1988.

The average selling price, however, increased from £92,000 to £96,000 while pre-interest margins on sales rose from 27.1 per cent to 29 per cent.

Conditions in the housing market remained extremely difficult. The mortgage rate increase announced on February 15 and fears that rates could rise again made it very difficult to predict the outcome this year. Mr Wilson said commercial property sales were likely to rise to between £40m to £45m this year.

About 80 per cent of sales were already signed or in solicitors' hands. Another 30 per cent were about to go to solicitors.

### • COMMENT

Wilson Bowden's excellent landbank - it currently has 6,500 plots with planning per-

mission much of it acquired at historically cheap prices - and a sound balance sheet means the company is able to outperform the sector whether house sales are rising or falling. Borrowings at the end of last year represented only 7.5 per cent of shareholders' funds. The move into commercial development, which is now starting to bear fruit, has provided further shelter against falling house sales. Profits from property sales could be about £1m this year. If housing profits hold at about last year's level or dip slightly (and that is a big if) group profits could even reach £42m which would put it on a prospective p/e of about 6 which looks very cheap given the strength of the group against other housebuilders.

The outcome, up from £50.14m, was boosted by a first full-year contribution from Tropical Plant Rentals, the big US acquisition made in October 1988.

There was also a benefit of more than £3m from exchange rate movements. The European profits contribution increased by over 40 per cent to £15.37m (£10.98m) with the biggest gains coming in the Netherlands, Belgium and West Germany.

Group sales rose by 31 per cent to £279.28m (£213.45m) and earnings per share were

## European operations boost Rentokil

By Clare Pearson

**RENTOKIL GROUP**, the environmental and property care group, yesterday announced a 23.7 per cent increase to £52.05m in pre-tax profits for the year to end-December.

The outcome, up from £25.01m, was boosted by a first full-year contribution from Tropical Plant Rentals, the big US acquisition made in October 1988.

There was also a benefit of more than £3m from exchange rate movements. The European profits contribution increased by over 40 per cent to £15.37m (£10.98m) with the biggest gains coming in the Netherlands, Belgium and West Germany.

Benefiting from 1988's acquisition, which has made Rentokil the largest tropical plant rental company in the world, North America rose to £3.72m (£1.53m). Asia Pacific and Africa put in £11.16m (£3.11m).

up 23.5 per cent at 20.24p (16.39p).

After a proposed 3.62p (2.34p) final payment, the yearly dividend is increased by 25 per cent to 5.35p (4.28p).

In the UK, profits rose by under 8 per cent to £31.78m (£29.54m).

The company said property services had been affected by the sluggish property market while there had also been heavy investment, principally in water and ventilation services.

Benefiting from 1988's acquisition, which has made Rentokil the largest tropical plant rental company in the world, North America rose to £3.72m (£1.53m). Asia Pacific and Africa put in £11.16m (£3.11m).

By division, environmental services, which includes such interests as pest control, hygiene facilities and plant services, made £54.44m (£43.07m). Property care, which includes UK office machinery maintenance, contributed £7.59m (£7.07m).

During the year net cash rose to £29.1m from £17.7m. Some £12m (£6.8m) was spent on acquisitions, while capital expenditure stood at £26.7m (£21.1m).

### • COMMENT

Mr Clive Thompson, the chief executive who since he joined in 1982 has spearheaded the transformation of Rentokil, once just the domestically-focused pest control business for which it is still best known, was talking confi-

## Wm Morrison up 15% to £37m

By Clare Pearson

**WILLIAM MORRISON** Supermarkets, the Yorkshire-based food retailer, yesterday reported a 15 per cent increase to £7.01m in pre-tax profits for the six weeks to February 3.

The result was slightly above analysts' expectations and the shares closed yesterday rose 3p to close at 100p.

Sales rose by 29 per cent to £77.68m (£60.65m). About 26 percentage points of the gain came from the addition of an extra week since the comparable figures covered a 52-week period.

About 16.6 percentage points came from new stores, net of closures. Mature stores, those opened before January 1988, achieved 10 per cent

sales growth.

Operating margins firmed from 4.8 to 5.4 per cent. But there was a much reduced exceptional gain from land and property disposals of £20.00m (£3.75m).

The 14.3m swing on the interest level to a charge of 23.48m also held back pre-tax profits growth.

Interest capitalised, reflecting costs of financing property developments prior to their opening, stood at 23.4m (£23.4m).

The cost of expansion continued to push up the company's gearing which stood at the historical high level of 50 per cent at the year-end. But Mr Martin Ackroyd, finance director, said this was something

the company could live with at the moment.

Three new stores were opened during the period, down from eight the previous year and bringing the total to 45.

There will be four further openings this year of stores in Shropshire, Lancashire, West Yorkshire and Leicestershire.

Mr Ackroyd said that in the first six weeks of the current year mature space had been showing 11.8 per cent sales growth, while a 27 per cent advance had been achieved in the new stores.

A final dividend of 1p (1.15p) payment for the year.

## NEWS DIGEST

### Acquisitive Beauford nears £3m

**BEAUFORD**, the acquisitive engineering and industrial products group, yesterday unveiled an advance in pre-tax profits from £1.64m to £2.96m for 1989.

The 80 per cent improvement was scored on the back of a 14.5m increase in turnover to £10.2m.

The results were achieved in spite of a background of uncertain economic conditions in the UK and a £26.00m rise in net interest payments to £43.00m.

Beauford, which tucked five acquisitions under its belt during 1989 and one so far in 1990, plans to grow organically and by acquisition on the basis of its existing engineering businesses and through further expansion of its industrial division.

Fully diluted earnings for the year emerged at 17.2p (14.3p) and a final dividend of 3.84p makes a 5.52p (4.6p) total for the year.

The company's shares closed 15p higher yesterday at 200p.

**Cramphorn** grows 20% to £184,000

Cramphorn, the USM-quoted garden centre operator, yesterday reported a 20 per cent increase to £183,612 in pre-tax profits for the half year to December 31.

The company also forecast profits of £1.3m for the 53 weeks to July 3, a rise of some 30 per cent over the £1m for the 52 weeks to July 1, 1989, and earnings growth of over 15 per cent.

To expand its chain of garden centres the group is calling on shareholders for 24.7m net via a three-for-seven underwritten rights issue at 400p per share.

Following the issue, a four-for-one share split is proposed to improve the marketability of the shares.

First half turnover fell from 26.85m to 25.29m, reflecting termination of the wholesale business, various shop closures and the expiration of a garden centre lease.

Earnings worked through at 4.11p (3.43p) and the interim dividend is lifted to 2p (1.5p).

Full year earnings are forecast at not less than 26.85p (23.09p) and the directors intend to recommend a final of not less than 5.75p (4.6p).

The USM-quoted company,

which acquired music, video and film rights and markets them via the release of its own label records, cassettes, compact discs and video cassettes, is also calling on shareholders for 24.2m net through a two-for-nine rights issue at 400p per share.

The issue of 1.13m new ordinary shares is being underwritten by Mattheison Securities and Schlesinger Securities.

Mr Terry Stansfield, chairman, said the major contribution factors for the first half improvement were the first significant increases in sales in UK through video activities, steady expansion from the new UK music labels, a strong level of profits from the new Australian subsidiary and the development of both music and video licensing using the group's catalogues of copy rights.

From earnings of 14.7p (12.7p) the interim dividend is lifted from 3.5p to 4p.

**Copymore** edges into the black

Copymore, the office automation equipment distributor, returned to profit in the second half of last year.

For the full year, the USM-quoted group reported taxable profits of just £142,000 - well short of the £1.35m achieved in the previous year, but nevertheless a sign of improvement on the midway stage when the group incurred losses of £246,000.

Directors reiterated that the reason for the poor performance was that sales growth at its Copymore Office Automation subsidiary failed to match the expansion of fixed costs.

Corrective action has since been taken, they said, and the offshoot was now trading to plan.</p

## UK COMPANY NEWS

**Morgan Grenfell leaps 57% to £54.3m**

By David Lascelles, Banking Editor

**MORGAN GRENFELL**, the merchant bank recently acquired by Deutsche Bank, ended its final year as an independent group with a strong recovery from earlier setbacks.

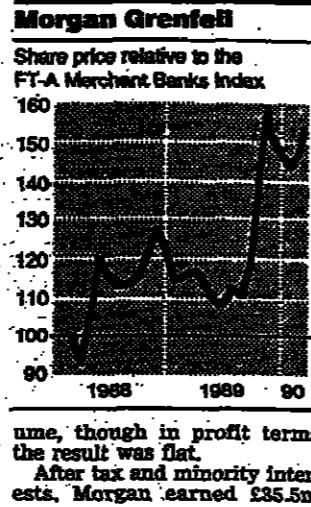
The bank yesterday announced a pre-tax profit of £54.3m for calendar 1989, up 57 per cent from the £34.5m earned the year before. This was struck after exceptional items of £19.9m, including £1.5m in provisions against local authority swaps, and £4.5m of information technology costs.

Mr John Craven, Morgan chairman, described the profit as "a very substantial improvement over the previous year", when the bank suffered heavy losses on its securities operations. Those operations have now been closed.

The largest single contribution, about one third, came from corporate finance, where Morgan advised on 50 transactions with a total value of £17.5bn, more than half of which included foreign compa-

nies. The banking business had a satisfactory year with particular success in project finance and the asset management subsidiary achieved a significant recovery in profits.

Overseas, merchant banking and securities did well in Singapore, the Channel Islands business maintained its growth in profit, and CI Lawrence, the New York broker, continued to increase its share of New York stock exchange vol-



(22.8m). But there were also £1.8m of extraordinary items consisting mainly of costs associated with the Deutsche acquisition. This left profit attributable to shareholders at £24m after preference dividends.

The ordinary dividend will be a total 12.5p (10.85p) for the year, with a proposed final of 8.25p.

Mr Craven said the new relationship with Deutsche Bank was "coming along extraordinarily well". Morgan had not lost any staff or clients as a result of deal, and had in fact gained new clients.

He attributed this to the pledges given by Deutsche Bank to respect Morgan's independence.

The two banks are now in the process of getting more

deeply acquainted, and of introducing each other to their clients, Mr Craven said.

Although only one deal - the recent listing of Daimler-Benz shares on the London stock exchange - could be attributed directly to the merger, Mr Craven said several more deals were in the offing.

He said the merger had given Morgan direct access to important corporate clients in Germany, and he was particularly optimistic about prospects for growth of business in East Europe, an area where both banks have long-standing expertise.

He also believed the reform of the pension fund industry in West Germany would create opportunities for Morgan's final management business.

**Strong patient care growth helps S&N rise 16% to £144m**

By Vanessa Houlder

**SMITH & NEPHEW**, the healthcare and consumer products group, yesterday announced a 16 per cent rise in pre-tax profits from £124.2m to £144m for 1989.

Turnover increased by 19 per cent from £597.9m to £710.1m.

The results were affected by a £3m loss from its US generic drugs business, after the US Food and Drug Administration delayed approval of a new plant, due to a tightening of procedures after irregularities by some generic drug manufacturers.

The figures benefited from the hot summer which helped sales of its Nivea sun care range. In its first year, Ioptex, its recently-acquired lens business, exceeded its budget.

Net borrowings increased by £53m to £159m, due to exchange rate movements and the acquisition of Ioptex.

Capital expenditure was £22m (£19m). Sales would have been £24.2m lower if 1988 figures had been translated at 1988 exchange rates.

The profits breakdown by activity shows: patient care £87.8m (£87.7m); medical supplies £24.5m (£22.1m); consumer £26.5m (£22.8m); medical and other textiles £3.9m

(£3.9m); plastics £4.6m (£3.9m).

After a tax charge of 26 per cent, fully diluted earnings per share grew by 10 per cent to 9.8p (8.7p).

A final dividend of 2.515p (2.25p) was declared, making a total of 4.25p (3.8p) for the year.

**COMMENT**

S&N has so long been dubbed dull and worthy that its attempt to convey genuine excitement about its prospects is an uphill struggle. Nonetheless, it can justifiably point to the technological advances in its orthopaedic and dressing businesses, its expanding presence in Japan and Continental Europe and the likely benefits from the ageing population. All this means that it should edge back towards annual earnings growth in the mid teens. That, though, may be a couple of years off. In the short term the company is grappling with the problems of its gloves business and its US generic drugs business, as well as continued destocking in the NHS. Depending on how well the company copes with these issues, it should make profits in the region of £164m this year. That puts the shares, unchanged at 12.5p, on a fairly valued rating of 11.

**Nestor-BNA paying £25m for US nursing agency**

By Andrew Bolger

**NESTOR-BNA**, the healthcare services and specialist personnel group, plans to pay \$40.8m (£24.7m) for Medical Recruiters of America, a nursing agency based in Florida and California.

Nestor also said it had agreed to buy MEDS, a doctors' deputising service based in Manchester, for £1.6m in cash.

To help fund these acquist-

tions, Nestor announced that it would raise £17.2m by a three-right issue at 10p per share. Nestor shares closed at 118p, down 8p.

Mr John Hann, chairman, said pre-tax profits had increased by 28 per cent to £2.05m in the year to December 31 and turnover was up 25 per cent to £82.3m. Earnings per share increased by 18 per cent to 8.51p and a final dividend of

3p gives a total for the year of 3p (2.5p).

MRA supplies nurses and other specialist health care workers on a temporary contract basis to hospitals across the US. It is a leading supplier of travel nurses, who work on contracts lasting from eight to 26 weeks.

These placements usually involve nurses moving from one part of the US to another,

with rented accommodation and travel expenses included in their contracts.

Of the MRA purchase price, £12.35m will be paid in cash, with the remaining £12.35m satisfied by dollar-denominated promissory notes, which will be payable on January 2 1991, and will carry interest at 11.25 per cent per annum.

Nestor said MRA's trading record showed considerable

growth. Turnover rose from £7m in 1987 to \$35.9m in 1989, while profit before exceptions, directors' remuneration and tax increased from £28,000 to \$6.1m during the same period.

Mr Hann said the acquisition of MEDS complemented Nestor's existing doctors' deputising division, which is based in north-west England and the West Midlands.

**Headlam marginally lower at £936,000**

**HEADLAM GROUP**, the Northampton-based footwear and fabrics company where rival shareholder groups are battling for control, made a pre-tax profits of £936,000 in 1989. This compares with £969,000 in the 11 months to December 1988.

However, the 1989 figure was struck after an exceptional debit of £130,000, against a £40,000 charge last time. At the earnings per share level, the figure is 6p against 5.92p (again on the 11-month basis). Sales last year were £22.9m.

The group said that it regarded the outcome as a "very creditable performance given the difficult trading conditions", with its Faire Bros subsidiary, a narrow fabric producer, showing a "greatly improved" second half.

The final dividend is a proposed 1.65p for a total of 2.4p (2p) for the year.

**Acquisitions help lift Steel Burrill by 83%**

By Patrick Cockburn

**PRE-TAX** profits at Steel Burrill Jones Group, the Lloyd's insurance and reinsurance broker, increased by 83 per cent to £6.83m last year after extensive acquisitions.

Earnings per share rose by 40 per cent from 11.7p to 16.41p. The dividend for the year is increased 11 per cent from 10p to 11p via a proposed final of 8p (7.3p).

The group's brokerage income doubled to £21.36m (£10m).

Mr Tony Keys, the finance director, said the company was fortunate to draw one third of its income from the marine reinsurance market, almost the only sector of the insurance market where premium rates had significantly increased.

The marine London Market Excess of Loss (LMX) which reinsures other insurers against catastrophe saw a surge in prices at the time of the January 1 renewals as reinsurers sought to recoup losses in 1988 and 1989, according to Mr Derek Steel, the chairman.

By contrast the non-marine LMX market saw prices drop for all except insurers with poor loss records. The com-

pany added, however, that "the January and February storms have now led to a reduction in capacity which could be reflected in higher premium rates as the year progresses."

Elsewhere, Steel Burrill Jones (SBJ) said the corporate risks and direct marine markets remained weak. The market for employee benefits was strong and that for consumer risks steady.

Ever since 1988 the group has been seeking to expand through acquisitions away from reliance on the marine reinsurance market towards lower margin but steadier sources of income. Last year SBJ bought the unquoted non-marine insurance broker Devitt Group for £20.5m which contributed to the 1989 results.

SBJ said that as a result of acquisitions and reorganisation the 1989 results of the group's main subsidiaries were not directly comparable with those of 1988.

Mr Steel said: "We estimate that companies which made a full contribution to both 1988 and 1989 results enjoyed an increase in turnover of 35 per cent."

**BOARD MEETINGS**

	NOTIFICATION DATE
Interflame	Mar. 20
Hedge-Gentry	Apr. 22
Everard	Apr. 22
Magnetic Materials	Apr. 22
Metaphase	Mar. 20
Save & Prosper Style Dep.	Apr. 2
Plastic	Mar. 20
Dolphin Packaging	Mar. 20
Gowings	Apr. 2
Imperial	Mar. 20
Lionstone	Mar. 20
MMV Computers	Mar. 20
McLaughlin & Harvey	Mar. 20
Pearson	Mar. 20
Russell (Azerbaijan)	Apr. 2
Trench Marles Malaysia	Apr. 2

**Korea Exchange Bank**

£50,000,000 Floating Rate Notes due 1995

In accordance with the provisions of the above Notes, notice is hereby given that for the three months from 20 March 1990 to 20 June 1990, the Notes will carry an interest rate of 15 1/4% per annum.

The interest payable on each £5,000.00 and £50,000.00 Note on the relevant interest payment date, 20 June 1990, against Coupon 20 will be £16.13 and £1,961.30 respectively.

Agent Bank:



**Lloyds  
Bank**

John in life

## UK COMPANY NEWS

**RTZ 1989 PRE-TAX PROFITS TOP £1 BILLION.**

- Net attributable profits and earnings per share at record levels.
- Dividend increased for seventh consecutive year.
- Strong balance sheet with gearing at 34 per cent.

Pre-tax Profits	£1.1 billion	up 26%
Net Attributable Profits	£588 million	up 38%
Earnings per share	62.8p	up 28%
Dividends per share	18.5p	up 23%

**RTZ**

Leadership in metals and minerals worldwide.

For a copy of the 1989 Report and Accounts, please write to The RTZ Corporation PLC, 1 Redcliff Street, Bristol BS1 6NT

THE RTZ CORPORATION PLC, 6 ST. JAMES'S SQUARE, LONDON SW1Y 4LD

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Interest payable on September 26, 1990.

Series SM-1990-P Cusip No. 313586 N 54

Non-Callible

Price 100 %

The debentures are the obligations of the Federal National Mortgage Association, a corporation organized and existing under the laws of the United States, and are issued under the authority contained in Section 304(d) of the Federal National Mortgage Association Charter Act (12 U.S.C. 1716 et seq.).

The debentures, together with any interest thereon, are not guaranteed by the United States and do not constitute a debt or obligation of the United States or of any agency or instrumentality thereof other than Fannie Mae.

This offering is made by the Federal National Mortgage Association through its Series SM-1990-P underwritten by the Treasurer of the United States and a nationwide Selling Group of recognized dealers and brokers.

Debentures will be available in Book-Entry form only.

There will be no definitive securities offered.

Gary L. Perlin

Senior Vice President - Finance and Treasurer

3900 Wisconsin Avenue, N.W. Washington, D.C. 20016

Linda K. Knight

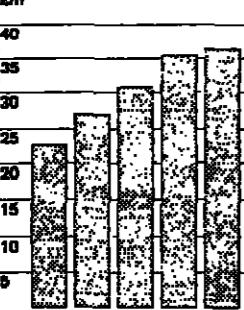
Vice President and Assistant Treasurer

This announcement appears as a matter of record only. This announcement is neither an offer to sell nor a solicitation of an offer to buy any of the Debentures.

# Croda

Natural chemistry for the 90's

Profit before tax £m



The growth continues

Sales £m

	1989 £m	1988 £m
Sales	373.8	348.8
Profit before tax	36.4	35.6
Earnings per share	19.55p	19.46p
Dividend (net) pence	11.00p	10.00p

Croda International Plc.



Cowick Hall Snaith Goole  
North Humberside DN14 9AA

## UK COMPANY NEWS

### SD-Scicon sustains a 46% reversal to £7.23m

By Alan Cane

SD-SCICON, a computing services group, turned in pre-tax profits of £7.23m in 1989, a 46 per cent decline on the previous year's £13.35m, but a substantial improvement on the £1m loss recorded at the half-way mark.

The result was slightly above market expectations of a company which has exacerbated the City in the past with the volatility of its results.

It was the first year in which the figures reflected a full year's contribution from Scicon, acquired by Systems Designers in April 1988. Revenues, as a consequence, moved ahead 28 per cent to £28.3m from £22.1m in 1988.

Mr Philip Swinstead, chairman, said real growth in turnover had been substantially lower. It had been strongest in France at 10 per cent, weaker in the UK at six per cent and negative in West Germany and the US where the company experienced problems.

Earnings per share were 59p, compared with 4.01p the previous year, but the dividend is maintained at 7.5p via a final of 0.475p.



Philip Swinstead: abandoning policy of acquisition

The cost of dividends and extraordinary items concerned with restructuring and disposals resulted in an after-tax charge of £7.4m and a retained sum of £4.4m (profits of £5.46m).

Mr Swinstead said the figures reflected the substantial costs involved in bringing together and restructuring the two companies; it included a £2.5m exceptional charge, taken above the line, written

off against a Government project which had been mismanaged as a result of the merger.

In a substantial change of strategy, Mr Swinstead said the group was abandoning its policy of acquisition in favour of organic growth and joint ventures, especially in the US where UK software companies have a meagre record of success. It was already in discussion with leading US software and services companies. The group had gone from revenues of £15m to £28.3m in four years and profits had suffered in the rush for growth. It was now time to consolidate and provide an adequate return to shareholders.

He said restructuring was essentially complete. The group had disposed of all of its US activities with the exception of Systems Control, a vehicle emissions testing organisation. It was, however, likely to be sold within the next 18 months. The sale earlier in the year of Warrington Financial Services had left it with no net debt.

The company was in the latter stages of disposing of its flight simulation business.

#### NEWS DIGEST

##### Pressac down but margins improving

Pressac Holdings, which manufactures electro-mechanical products and distributes passive electronic components such as printed circuit boards and wiring systems, yesterday reported a 12 per cent decline in interim profits.

In the six months to January 31, taxable profits of the Nottingham-based group fell to £1.02m, against £1.17m in the corresponding period of the previous year.

At the taxable level, profits rose to £3.65m (£2.7m), achieved on turnover ahead 24 per cent to £12.5m (£10.15m). After tax of £1.28m (£0.89m), attributable profits came to £2.36m (£1.71m) and earnings worked through at 17.11p (12.41p) per share, a rise of 33 per cent.

A final dividend of 4p (3p) is recommended for a total of 5.5p (4.4p) for the year.

### Acquisition effects peg Manders' growth

By Richard Tomkins, Midlands Correspondent

MANDERS HOLDINGS, the Wolverhampton-based inks, paints and wall-coverings group, increased profits by 9 per cent from £6.12m to £6.55m in 1989, but earnings were little changed at 14.14p, against 13.86p.

A heavy increase in the interest charge and a rise in the number of issued shares were two factors limiting progress, both of them due to the acquisitions made for cash and shares in 1988-89.

A final dividend of 4.85p is recommended, making a total of 6.85p (6.35p).

Against a background of increasingly difficult trading conditions, with decorative products particularly affected by the downturn in consumer spending, turnover rose from £61.9m to £62.9m. About two-thirds of the increase came

from acquisitions. The group's trading operations increased market share but faced pressure on prices because of the downturn in demand. Margins, however, were sustained through productivity gains.

Trading profits from the decorative, ink and coating operations rose from £4.23m to £6.43m, while the property division, benefiting from rental growth at Wolverhampton's Mander Centre, added £3.55m (£2.94m). Interest charges, however, climbed from £1.05m to £1.29m.

Mr Roy Amos, chairman, said that although the continued improvement in profits performance would be offset this year by the increased cost of money, the company would still be looking for an improvement in the overall result.

### Holders Tech falls sharply

Pre-tax profits of Holders Technology, the USM quoted importer and distributor of high precision tools, specialist materials and equipment for the electronic and engineering industries, more than halved from £621,000 to

£307,000 in the year to November 30 last.

Turnover was higher at £2.94m (£2.82m). After a fall of £107,000 (£219,000) earnings per 10p share were down from 14p to 6.7p; the dividend is maintained at 6p via a 4p final.

Nevertheless, the interim dividend is lifted 50 per cent to 0.75p, payable from earnings per 5p share of 3.75p (4.31p).

### Garton up 30% but warns of shortfall

Against a background of falling demand, Garton Engineering achieved a 30 per cent increase in pre-tax profits from £1.22m to £1.55m in 1989.

But faced with depressed manufacturing activity in almost all of the UK markets which the group supplies, Mr Aubrey Garton, chairman, warned yesterday that profitability this year would show a reduction. He expected, however, that this downturn would be kept to "acceptable levels".

At the beginning of this year demand in the UK had been low, he said, and a further fall was expected. UK economic markets remained buoyant, but as yet the proportion of exports was insufficient to balance the fall in UK demand.

Turnover rose 19 per cent to £23.87m (£20.12m). Tax took £556,000 (£424,000) and earnings per 10p share were 27.85p (21.3p). A final dividend of 5.25p is recommended for a total up from 6.25p to 7p.

### Caird advances 78% to £3.03m

Caird Group, the Dundee-based environmental services company, yesterday unveiled a 78 per cent expansion to £1.63m in taxable profits for the six months to end-December.

Mr Peter Lineacre, chairman, said the group's divisionalisation programme had worked "extremely well". Caird is now divided into four divisions: landfill, dry waste, special waste and industrial services.

Turnover was sharply higher at £17.61m (£5.7m). The interim dividend is raised by 1p to 3.5p, payable from earnings of 14.05p (10.14p) per 10p share. A two-for-one scrip issue is proposed.

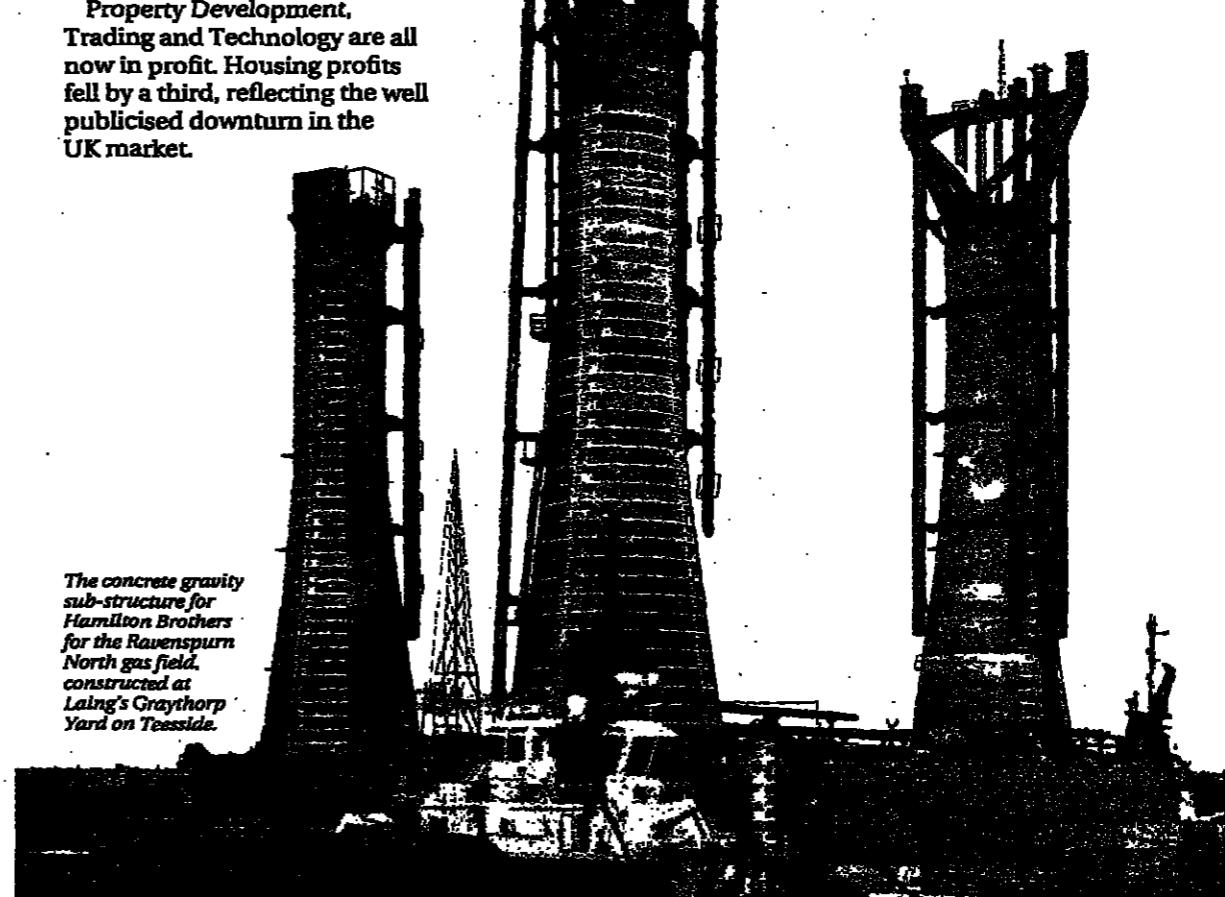
## BUILDING FOR PEOPLE PAYS DIVIDENDS

The Laing Group has enjoyed another year of considerable success. Excellent progress has been made in all sectors of Construction (Building, Civil Engineering, Management and International) where profits rose by 25%.

Property Development, Trading and Technology are all now in profit. Housing profits fell by a third, reflecting the well publicised downturn in the UK market.

At the beginning of this year demand in the UK had been low, he said, and a further fall was expected. UK economic markets remained buoyant, but as yet the proportion of exports was insufficient to balance the fall in UK demand.

We fully realise the difficulties ahead, but our balanced businesses, our excellent order book for construction and our confidence in the future recovery of UK housing, enable us to look forward with enthusiasm.



	1989	1988
Turnover	£1.36 billion	£1.36 billion
Profit	£57.5 million	£68.1 million
Earnings	43.4p/share	52.7p/share
Dividends	13.0p/share	12.0p/share

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THE SCOTTISH LIFE ASSURANCE COMPANY  
Notice is hereby given that the 1989 Annual General Meeting of the Company will be held within the Head Office, 16 St Andrews Square, Edinburgh, on Tuesday 17th April 1990 at 12.30 pm.  
A member entitled to attend and vote at the meeting may appoint a proxy to attend and vote in his stead. The proxy need not be a member of the Company. There are no contracts of service between the Company and any Director.  
G M Murray  
Chief General Manager  
A copy of the Annual Report and Accounts can be seen by any policyholder or subscriber or may be obtained from any office of the Company.

## UK COMPANY NEWS

**Hepworth advances 18% to more than £100m**

By Jane Fuller

ONE OF Hepworth's boasts about the acquisition of Saumier Duval is that it will further reduce its dependency on clay pipes, the foundation of its biggest division, building and construction materials.

After the French purchase, clay pipes - laid as drainage systems at a variety of construction sites - should represent little more than 20 per cent of profit. The pipes' profit share has fallen from 55 per cent in the mid-1980s to 25 per cent last year.

Out of 1989 group turnover of £604m building and construction materials contributed £172.88m, representing slow growth. Profit, however, advanced 25% to £38.4m.

Total pre-tax profit went up 18 per cent to £102.12m, despite slackening demand related to the downturn in housebuilding.

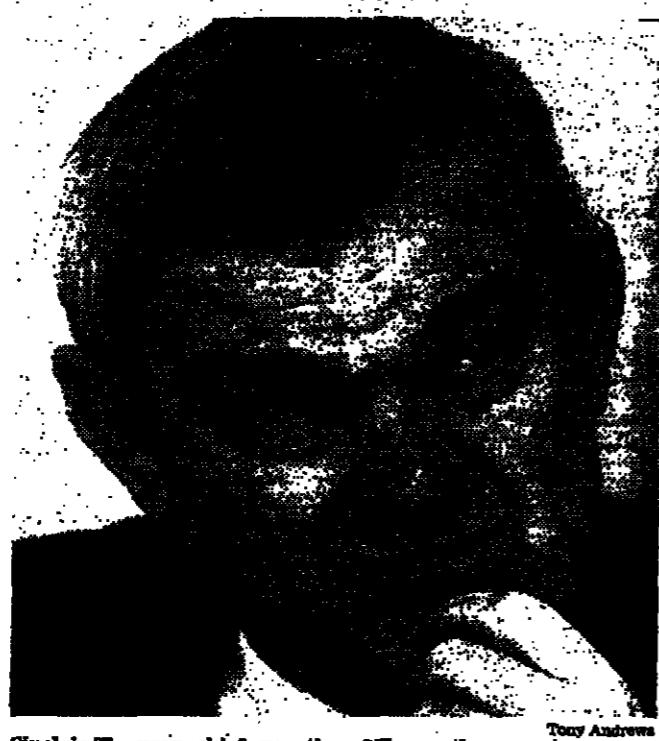
Mr Peter Phillips, finance director, said margins had been improved by tight control of costs and working capital despite trading difficulties.

In home products, which includes domestic boilers, bathtubs and doors, workers had been put on a four-day week during the spring. That division saw profit increase by about £1m to £19.45m, on sales down to £126.26m (£131.83m).

With 30 per cent of group turnover (less than 10 per cent of the group) tied to new house building, Mr Phillips was cautious about 1990's prospects.

And some of that caution also applied to the star performer of 1989, refractories, which makes heat deflectors. Profit surged to £24.16m (£15.61m) on sales of £163.39m (£143.82m).

Although this division makes more than 50 per cent of turnover overseas, one of its biggest customers is British



Sinclair Thomson, chief executive of Hepworth

**Rutland lifted by enlarged client base**

By John Thornhill

**RUTLAND TRUST**, the financial services group controlled by London & Edinburgh Trust, lifted pre-tax profits by 27 per cent to £15.28m in 1989 as it benefited from strong performances from its corporate finance and professional services activities.

However, some uncertainty over Rutland's future emerged yesterday as LET, which has a 38.5 per cent stake in Rutland, revealed that it was itself in talks with an unnamed party which might lead to an offer being made for LET.

It is as yet unclear to what extent any change of ownership at LET would affect Rutland but it could either lead to the sale of some or all of the shareholding or an offer being made for the whole company.

In 1989, Rutland's turnover topped £100m for the first time, climbing 35 per cent to £100.83m (£74.01m).

Mr Michael Langdon, chief executive, said corporate finance activities during 1989 were particularly successful and had extended the client base.

The professional services division, which includes loss adjusters, building surveyors and architects, also showed strong growth.

Rutland's interests in insurance broking encountered a "soft" market while asset financing suffered from particularly poor markets in the last quarter of the year and saw a fall in profits.

A divisional breakdown of pre-tax profits shows: head office and corporate finance £4.97m (£4.19m); insurance broking and personal financial services £2.71m (£2.68m); asset financing £1.86m (£1.33m); and professional services £4.82m (£3.83m).

Fully diluted earnings per share grew to 3.59p (2.96p). A final dividend of 0.33p has been recommended which will raise the total pay-out to 0.63p (0.53p).

**COMMENT**

Given the background of some challenging markets against which this result was achieved, Rutland has turned in a sturdy performance.

Whether the company can continue in this vein remains a matter of some doubt, especially in the straitened asset financing field, but analysts remain fairly confident that Rutland's wide spread of businesses will shelter it from the worst ravages of economic turbulence.

Pre-tax profits might rise to about £15m putting the company on a prospective rating of 10 which seems a shade meagre considering Rutland's sound and consistent past record. The doubts about Rutland's future provide much food for thought although any bidder for LET is likely to come from the property sector suggesting that it would probably not be too interested in Rutland's line of business.

In this event, it seems probable that LET's shareholding would be reduced or sold outright helping to increase the liquidity of Rutland's shares and further underpinning the company's share price.

**INVESTMENT**

The 1989 Declaration of Bonuses will once again ensure that the amounts payable under maturing Standard Life policies will compare extremely favourably with those payable under comparable policies issued by other life offices.

In his Review last year, A.S. Bell, the Company's Managing Director, explained why it was in the interests of the Company's policyholders that levels of reversionary bonuses not only had regard to the investment outlook but also preserved the Company's ability to invest freely so that its total performance would not be adversely affected.

"For this reason," said Mr Bell,

"although we have maintained current levels of reversionary bonus rates for our life

assurance policies, we have thought it appropriate this year to reduce slightly the interim reversionary bonus and bonus growth rates in respect of our pension business in the United Kingdom and Republic of Ireland."

**MARKETING**

Standard Life is one of the major equity investors in the UK with ordinary share investments accounting for 2% of the U.K. equity market.

The Company continued its policy of

favouring equity-type assets. Well over

£2 billion has been invested in such assets

since the stock market collapse in October

1987. Most equity investments in 1989 were

made in the UK but significant additions

were also made overseas and the programme of property developments has continued.

The various funds under management

achieved excellent investment performance

over the year.

**STAFF**

Both the Chairman and the Managing Director paid tribute to the hard work and positive attitude of the Company's staff.

**THE FUTURE**

While 1990 is likely to be a difficult new

business year, Mr Bell declared himself

confident "that our financial strength and

reputation, allied to the determination and

enthusiasm of our staff, will again enable us

to increase further our share of the various

markets in which we operate."

Referring to the abolition of the

Maximum Commissions Agreement in 1989

and the consequent review of commission

rates, Mr Bell said, "In determining the

rates we would pay, we were particularly

concerned to hold a fair balance between

the interests of the policyholder and the

increased costs which the requirements of

the Financial Services Act imposed on

independent advisers."

Standard Life operates in the U.K.,

Canada and the Republic of Ireland. Worldwide new business premiums exceeded

£1 billion.

The professional services

division, which includes loss

adjusters, building surveyors

and architects, also showed

strong growth.

Details of the Company's success in its

main markets in all three countries are

given in the Report.

**STANDARD LIFE****HIGHLIGHTS FROM THE ANNUAL REPORT**

FOR THE YEAR ENDED 15.11.89.

**ASSETS INCREASE TO EXCEED £20bn****NEW BUSINESS**

"The Company has continued its record of impressive growth both in terms of assets under management and new business secured," said Norman Lessells in his Chairman's Statement.

Standard Life operates in the U.K., Canada and the Republic of Ireland. Worldwide new business premiums exceeded £1 billion.

The professional services division, which includes loss adjusters, building surveyors and architects, also showed strong growth.

But Rutland's interests in insurance broking encountered a "soft" market while asset financing suffered from particularly poor markets in the last quarter of the year and saw a fall in profits.

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Fully diluted earnings per share grew to 3.59p (2.96p). A final dividend of 0.33p has been recommended which will raise the total pay-out to 0.63p (0.53p).

**ASSETS**

Total Group assets under management increased over the year by almost £5 billion and now amount to some £20.2 billion.

**BONUSES**

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In his Review last year, A.S. Bell, the Company's Managing Director, explained why it was in the interests of the Company's policyholders that levels of reversionary bonuses not only had regard to the investment outlook but also preserved the Company's ability to invest freely so that its total performance would not be adversely affected.

"For this reason," said Mr Bell, "although we have maintained current levels of reversionary bonus rates for our life assurance policies, we have thought it appropriate this year to reduce slightly the interim reversionary bonus and bonus growth rates in respect of our pension business in the United Kingdom and Republic of Ireland."

**SELF REGULATION**

The regulatory regime brought in by the Financial Services Act has been costly and disruptive for life offices and confusing for their customers. While welcoming in principle the SIB's recent proposals for simplification of the rules, Mr Bell said,

"Any changes, no matter how desirable, must however be implemented sensibly in order not to increase unnecessarily the already considerable costs of the regime, which in our case can only be borne by our policyholders."

**EUROPE**

The European Commission has reaffirmed its commitment to meeting the 1992 deadline for providing legislation for a single European market in life assurance. In welcoming this commitment, Mr Bell pointed out that the substantially greater freedom which U.K. insurers have enjoyed in product design and in investment policy has been to the distinct benefit of their policyholders in the past. "We must ensure that the admirable aims of European integration do not result in poorer returns to our policyholders."

**INVESTMENT**

Standard Life is one of the major equity investors in the U.K. with ordinary share investments accounting for 2% of the U.K. equity market.

The Company continued its policy of

favouring equity-type assets. Well over

£2 billion has been invested in such assets

since the stock market collapse in October

1987. Most equity investments in 1989 were

made in the UK but significant additions

were also made overseas and the programme of property developments has continued.

The various funds under management

achieved excellent investment performance

over the year.

**MARKETING**

Last year, the Company announced its intention to distribute its products through Appointed Representatives in addition to independent financial advisers.

Since that time the Halifax Building

Society and the Bank of Scotland have become Appointed Representatives and in future will sell only Standard Life's products through their branches. A number of other companies have also become Appointed Representatives. However, the independent sector remains by far the most significant source of Standard Life's business and the Company will continue to support fully the interests of independent advisers.

Referring to the abolition of the Maximum Commissions Agreement in 1989

and the consequent review of commission

rates, Mr Bell said, "In determining the

rates we would pay, we were particularly

concerned to hold a fair balance between

the interests of the policyholder and the

increased costs which the requirements of

the Financial Services Act imposed on

independent advisers."

Standard Life operates in the U.K.,

Canada and the Republic of Ireland. Worldwide new business premiums exceeded £1 billion.

The professional services

division, which includes loss

adjusters, building surveyors

and architects, also showed

strong growth.

Details of the Company's success in its

main markets in all three countries are

given in the Report.

**Standard Life**

WE DON'T FOLLOW STANDARDS. WE SET THEM.

THE STANDARD LIFE ASSURANCE COMPANY, HEAD OFFICE, 3 GEORGE STREET, EDINBURGH EH2 2XZ.

Withholding of 20% of gross redemption proceeds of any payment made within the United States is required by the Interest and Dividend Tax Compliance Act of 1989 unless the paying agent has the correct taxpayer identification number. If you receive your Dividends for payment in the United States, please furnish a properly completed Form W-9 or exemption certificate or equivalent.

Dated March 22, 1990

Rover Group Inc.

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## COMMODITIES AND AGRICULTURE

# Moscow to buy more US grain under long-term pact

By Nancy Dunne in Washington

THE US and Soviet Union yesterday announced agreement on a new long-term grain pact which will boost Soviet purchases to an annual average minimum of 10m tonnes over a five year period.

The pact, successfully negotiated in Vienna this week, was the first concluded of a number of trade-related agreements now under discussion between the two superpowers. While past LTAs have been the product of hard bargaining, this one was apparently easily accomplished after both sides abandoned earlier hopes of a more expansive LTA.

The current pact, in effect since 1983, expires on December 31 of this year. It provides for annual minimum purchases by the Soviets of 8m tonnes, of which at least 4m must be wheat and at least 4m maize. The Soviets have the option of satisfying the remaining 1m tonnes with either wheat, maize, soybeans or soybean meal with every tonne of soybeans and/or meal, up to a maximum of 500,000 tonnes, counting as two tonnes.

The US would have liked a

Zambia's maize exports are likely to be stopped this year, writes Mike Hall in Lusaka. Marketable maize output is expected to show a substantial decline - possibly by as much as 30 per cent on the 1988/89 figure - as a result of the smaller areas planted by farmers, because of high seed and fertiliser costs, and a six week drought in some areas.

Giving further flexibility, in any one year Moscow can substitute up to 750,000 tonnes of one commodity for another twice during the five year span.

The LTA also raises the maximum purchase level for buying without previous consultation. Previously, the Soviets could buy up to 12m tonnes of maize and wheat - and in some years even more - without prior agreement. This maximum has been increased to 14m tonnes.

The two sides are running into more controversy negotiating a maritime agreement. The Soviets are pushing for greater access to US ports and greater freedom to cross-trade. The US is insisting on a cargo sharing provision, to provide guaranteed shipments for the US merchant marine.

Minimum requirements not

met one year can be satisfied later on when the demand is greater. However, over the life of the Soviets have agreed to a minimum purchase of at least 20m tonnes each of wheat and feedgrains and 10m additional tonnes of wheat, feedgrains, soybeans or soybean meal.

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Under the new pact, the Soviets have agreed in theory to annual purchases of at least 4m tonnes each of wheat and feedgrains with the additional 2m tonnes composed of wheat, feedgrains, soybeans and soybean meal with every tonne of soybeans and/or meal, up to a maximum of 500,000 tonnes, counting as two tonnes.

The US would have liked a

## Study highlights value of forestry

By James Buxton, Scottish Correspondent

IN AN attempt to demonstrate the importance of forestry to the UK economy, timber growers and timber users yesterday presented a study suggesting that the economic value of the forestry industry is about five times larger than previously estimated.

The study, commissioned by the Forestry Industry Committee of Great Britain, puts the total economic impact of UK forests and dependent activities at nearly £2bn, with the output of forests at £384m.

The number of full-time equivalent jobs in UK forests was 11,800 and the total impact of forests and dependent activities on UK employment was 55,000.

All figures are for 1984 since that was the last year for which official input-output statistics were available. The study, carried out by the Fraser of Allander Institute of Strathclyde University, erred on the side of caution in assessing forestry's significance, but the £2bn figure is five times the previous estimate of £500m.

On the other hand, the pressure on processing and manufacturing resulting from the quotas on milk production introduced by the EC in 1986.

Yesterday the MMB claimed

## MMB plans £4m rationalisation

By Bridget Bloom, Agriculture Correspondent

THE Milk Marketing Board of England and Wales, which has a monopoly of the buying and selling of all milk produced by the country's 33,000 dairy farmers, has announced that it is to spend £4m on a "dairy industry rationalisation programme" over the next twelve months.

In essence, the MMB will fund the closure of four plants manufacturing butter and skimmed milk powder which, with other minor adjustments, will cut existing capacity by 20 per cent.

The four plants are owned by Dairy Crest, the MMB's wholly-owned subsidiary and Britain's largest dairy manufacturer. However, Unigate is also to remove some "reserve" capacity.

While the MMB's move was not unexpected, it comes at a time of considerable controversy in Britain's dairy sector, struggling to come to terms with the approaching single European market.

On the one hand, the Board is under pressure from the government voluntary to abandon its 57-year old statutory monopoly and to negotiate with the Dairy Trades Federation, representing the industry, a more market-oriented pricing system.

On the other is the pressure on processors and manufacturers resulting from the quotas on milk production introduced by the EC in 1986.

Yesterday the MMB claimed

removing spare capacity would increase efficiency in the industry as a whole.

His own company St Ivel part of the Unigate group, would be removing a small butter making plant and a "strategic reserve" milk drying plant which represented no more than 1 per cent of capacity.

Mr Michael Landmore, dairy industry analyst at Henderson Crosthwaite, commented that, provided there was no marked fall in the butter market, the MMB's move should lead to a "relatively profitable industry for the moment."

However, the move will do little to solve the industry's major problem of evolving a marketing and pricing system more appropriate to the ISME.

At present Britain's five regional milk marketing boards - with the MMB for England and Wales by far the biggest - buy and sell all the milk produced by the UK's dairy farmers. The boards and the DTF between them fix prices for that milk according to end use and calculate so as to guarantee a minimum return to the companies on capital employed.

Mr John Gummer, the Minister of Agriculture, has criticised the system as being too restrictive but the two sides have been deadlocked for the last six months over how they should replace it.

that quotas were the principal reason for its new rationalisation programme - an earlier one closed butter and milk power plants in 1983 at a cost of £25m.

A further reason for the rationalisation was declining butter consumption as doctors urged people to cut their intake of saturated fats.

The plants now to be closed are Alfred in Derbyshire, Kendal in Cumbria and Lostwithiel in Cornwall, plus part of the Melior operation in Wales. They were among those pressed into service in the peak milk production years of the early 1980s, when many plants were producing for the EC-subsidised surplus held in intervention stores.

Since then, butter held in intervention has declined dramatically - from a peak of 1.3m tonnes in late 1986 to only 26,000 tonnes at the start of

this year.

In England and Wales in 1982-83, total milk production was 13.5bn litres, of which 3.3bn litres went to make butter. Last year total milk production had declined to 11.6bn litres, of which only 2.2bn went into butter.

Butter production dropped from a peak of 215,000 tonnes in 1982-83 to 142,000 tonnes in 1988-89.

Yesterday the MMB said that all dairy companies in England and Wales had been invited to take part in the rationalisation, which had been agreed with the Dairy Trades Federation.

Crest is taking the brunt of the closure.

The MMB's move, not surprisingly, has welcomed by the Dairy Trades Federation.

Mr Andrew Dore, its President, said yesterday that

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## BANKING

## SCOTTISH FINANCIAL SERVICES 2

**The networks widen**

ON A sunny Friday a few weeks ago, Royal Bank of Scotland Group rushed out two announcements. One told how its recently purchased bank in New England, Citizens Financial of Rhode Island, had agreed to buy a bank in Worcester, Massachusetts.

The other said that the Royal was taking a 20 per cent stake in Banco de Comercio e Industria, a privately-owned bank in Portugal. Banco Santander of Spain, the Royal Bank's partner in continental Europe, was increasing its stake to give the Spanish and Scottish banks control. The cost of the two transactions was £137m.

The transactions were extensions of the overseas links which the Royal Bank Group forged in 1988 when it acquired Citizens Financial and, in the same year, established a cross-shareholding link with Banco Santander.

This gave the Royal some access to the Spanish market, an involvement through Santander subsidiaries in West Germany and Belgium, and, probably most important, some security against predators through Santander's 10 per cent stake in the Royal which cannot be sold or voted without the Royal's consent.

It appeared that the Royal Bank Group had stolen a march on its rival the Bank of Scotland which narrowly failed to acquire a Texas bank last year because of its very prudent approach and has shown no haste to make inroads into continental Europe, believing the banking markets there to be either oligarchic or overfragmented and the prices of potential acquisitions excessive because of 1982 "hype".

The Royal Bank Group has in other ways cast its net wider than the Bank of Scotland. Last autumn it announced a joint venture in life assurance with Scottish Equitable, which is now beginning to take shape.

Unlike Bank of Scotland, it followed the classic Big Bang path by purchasing a merchant bank, as well as a broker. Unlike moves by some banks, the acquisition of Charterhouse has proved a resounding success.

Could all this mean that Bank of Scotland is slipping behind in the race between the two larger Scottish banks?

Both primarily look south of the border to expand, since the Scottish market, of which each may have about 40 per cent in terms of advances, is not big enough for them. But while the Royal has 350 branches in England and Wales, Bank of Scotland has only 16 regional branches there and relies for

**The Royal Bank Group and its rival, the Bank of Scotland, both primarily look south of the border for expansion**

expansion on such products as its Home and Office Banking System (HOBS), and on a variety of joint ventures with organisations such as the Hallmark building society and the Automobile Association.

Bank of Scotland claimed last year that 45 per cent of its borrowers are now in England and Wales, while it reckoned to have 42.5 per cent of the UK retail banking market.

Mr Peter Burt, its chief executive, says: "Analysts keep saying we will soon go to growth, but our share is still so small that I don't see why it shouldn't expand to about double in a few years."

Bank of Scotland also has, relatively speaking, the largest mortgage book of the other UK lenders, all processed from Edinburgh. That could now be a two-edged sword and Mr Burt says that he is concerned about the level of arrears, more

from the point of view of the borrower than of the bank.

"It's the most damaging form of domestic problem: if you lose your house, you're really got difficulties," he says.

As to Bank of Scotland's further expansion possibilities, Mr Burt says: "Given our rate of growth in the UK, it's very hard to say to our staff that we will use the bank's capital to make an overseas acquisition which will earn a six per cent return, despite the fact that you could make 20-25 per cent. I don't think that if we bought a bank in Frankfurt we would necessarily run it any better than it's being run now."

He envisages expanding in continental Europe through joint ventures with established organisations, as it has in England. There are obvious possibilities for exploiting the relatively under-developed Italian and West German credit card markets using Bank of Scotland's Visa processing centre at Dunfermline (which is already being expanded from 700 to 1,200 employees).

Significantly, the bank has bought a very small stake in an Italian credit card processing company.

Over in Glasgow, the Clydesdale Bank is still enjoying the euphoria which began in 1987 when it emerged from under the dead hand of Midland to be purchased by National Australia Bank, which has improved its performance by making stealthy rather than traumatic changes.

Mr Richard Cole-Hamilton, chief executive, and his senior lieutenants are still in charge as they were under Midland. NAB has only three Australians working in Clydesdale, a general manager of strategic projects who has a coordinating role at head office, and two other executives in line management.

The bank has been divided into three profit-accountable divisions for retail banking, the internal

corporate and international banking and financial services.

The pay-off came last year when the bank made pre-tax profits of £58.7m for the year to September 30 1989 - an increase of 48 per cent. But NAB has scaled down its ambitions for Clydesdale, which operates almost entirely in Scotland.

When it took over it said Clydesdale would be the spearhead for NAB's assault on the English and later the European market. Subsequently, Clydesdale talked about buying an English building society. But last year Clydesdale made clear that NAB's expansion in England would be largely separate from the Scottish purchase.

NAB's purchase of Yorkshire Bank in January did not involve Clydesdale and it would be NAB rather than Clydesdale that bought a building society.

Other Scots bankers acknowledge that the revival of Clydesdale has been good for them by sharpening up the competition. Clydesdale is reckoned by analysts to have about 15 per cent of the Scottish market in terms of advances. The mood at TSB Bank Scotland head office in Edinburgh could not be described as one of euphoria.

The bank, whose Edinburgh headquarters is named after Henry Duncan, the Scottish founder of what is now TSS, has lost some functions in TSB's recent reorganisation.

Though Edinburgh has had its responsibility extended to the northeast of England including Yorkshire, functions it previously handled such as marketing, personnel, finance, audit and estate agency are now controlled centrally.

It is expected to lose 250 jobs as a result of restructuring and efficiency improvements, but 350 new jobs will be created by moving to Scotland all mortgage processing, the interna-

tional department and central advances sanctioning.

That may seem logical enough to those who felt TSB group's previous structure too decentralised and cumbersome but it weakens TSB Bank Scotland's continued claim to be an independently-managed bank within the group.

In February, Mr Eric Wilson, chief executive in Edinburgh, resigned for health reasons to be replaced by Mr Charles Love, previously head of TSB's banking services. Since then, two other senior executives have resigned. Yet the Scottish bank, which claims 24 per cent of the Scottish market in terms of deposits, has performed well, increasing its pre-tax profits by 21 per cent in 1988/89 to £45m before extra provisions.

Mr Love points that its advances increased by a third in 1989 to £1.2bn while deposits were up 6 per cent at £1.9bn. TSB's £200m mortgage book is, he says, the largest in Scotland. The priorities, he says, are to increase income and reduce costs.

The siting of some branches is being reviewed and others are being made more user-friendly with fewer screens. Continued play is being made to attract business customers. In what some consider an over-banked market, it may seem surprising that new competitors are moving in: while National Westminster is probably the leading English bank in Scotland (backed by Barclays and Lloyds), Midland has recently moved back into Scotland which it left when it sold Clydesdale.

It has taken over the Edinburgh office of its subsidiary Hongkong & Shanghai Bank and aims partly to meet the needs in Scotland of its English-based customers.

Meanwhile, the small corps of foreign banks has been increased with the arrival in Edinburgh of Sanwa Bank, Japan's fifth largest. Citibank has a niche business providing Scottish institutional investors with global trustee and custody work, holding £80m of funds for leading institutions, including Scottish Provident.

James Buxton

## INSURANCE

**Questions on mutuals**

**CONVENTIONAL** wisdom holds that among those best hit by the Financial Services Act will be the Scottish mutual life assurance companies. They are seen as particularly vulnerable because of their reliance on independent insurance brokers or financial advisers, much reduced in number by the Act, to sell their products.

In the immediate aftermath of the Financial Services Act, Standard Life and Scottish Widows, another Scottish mutual, were in the forefront of the Campaign for Independent Financial Advice (Cifa), all pledged to rely exclusively on independent financial advisers. In the event, the rear-guard action failed. At the end of 1988, Norwich Union, the mutual life insurer, abandoned its reliance on independent advisers and brokers.

Moreover, as mutuals without shareholders, the companies grouped around St Andrew's Square in Edinburgh are ill-placed to raise capital. This puts them at a disadvantage as the production and sale of life insurance in the UK and Europe is expected to change radically in the 1990s. Short of capital, the mutuals will be at a competitive disadvantage.

Both these predictions may turn out to be true, but so far the Scottish mutuals have stood up well to changes in the life insurance industry.

Currently, we are not feeling the squeeze, says Mr Roger Knowles, marketing manager at Scottish Provident.

Buoyed by the housing boom in 1988 and the switch into personal pensions in 1989, many of the mutuals are happy to spend 1990 absorbing business already done.

In the longer term, however, the small and medium-sized mutuals are likely to have a declining share of the market because of difficulty in distributing their product.

Yet this is not necessarily the consequence of being mutuals, rather than proprietary companies.

The real question is one of size: the smaller proprietary and mutually-owned companies are both likely to see an escalation in their unit costs which they will find it difficult to sustain.

For companies such as Standard Life Assurance, the largest mutual in Europe, the future is much more secure.

Among UK insurance companies, only Prudential group is bigger. With 2m policy-holders it has some £17bn in funds under management.

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In the event, the rear-guard action failed. At the end of 1988, Norwich Union, the mutual life insurer, abandoned its reliance on independent advisers and brokers.

Last year, Standard Life was compelled to follow the same course. In March, it announced a link up with the Halifax, the largest UK building society with 800 branches, and in July

Report by  
**PATRICK COCKBURN**

the Bank of Scotland, of which Standard Life is the largest shareholder, became its lead agent. Both agreements have enormous advantages for Standard Life, above all through the flow of mortgage endowment business from the Halifax.

Mr Scott Bell, managing director of Standard Life, says that 70 per cent of his company's business is still distributed through independent agents - "we do all we can to buttress their position in the market place," he says.

But with other life insurers and companies all looking to secure their own distribution networks, Standard Life had little choice but to look outside the independent sector.

Other Scottish mutuals face similar problems but have greater difficulty in securing their distribution network. Scottish Provident, for instance, says it has virtually no communication with its customers, who are most heavily concentrated in the south-east of England. It remains entirely dependent on the 5,000 independent financial

advisers who sell its products.

Mr David Berridge, Chief general manager at Scottish Equitable, says that his company's orientation towards pensions, makes it easier for it to rely on independent intermediaries.

The company's main initiative in finding other ways of distributing its product is a joint venture with the Royal Bank of Scotland which has access to the bank's customer base. Scottish Equitable provides management, investment and administrative services.

The boom in endowment mortgages and pensions in 1988 and 1989 has postponed the day of reckoning for medium-sized mutuals. Scottish Equitable gained market share and by 1989 its new annual premiums were up 60 per cent on the previous year. This has placed a heavy administrative burden on the company.

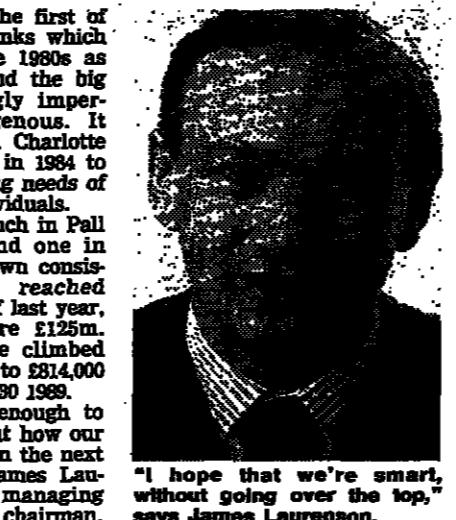
Standard Life, which has doubled its staff in Edinburgh to 3,000 over the last three years, has its staff working week-ends and overtime to cope with the flood of business last year. Mr Scott Bell says: "In the month before April 1, we wrote 175,000 policies - double what we expected." Along with other life insurers, Standard Life was surprised by the inclination of people to take advantage of the Government's offer.

Given its size, Standard Life is under no pressure to demutualise, one option open to mutuals who believe they will be squeezed in the 1990s. So far, the tiny Glasgow-based FS Assurance, with 34,000 policyholders, is the only Scottish mutual to have taken this course. Last August, policyholders voted to accept a £15m offer from Britannia Building Society to make FS Assurance its wholly-owned subsidiary.

Other small and medium-sized life insurers may feel the same temptation. Another option would be for demutualisation to be followed by a stock market float to raise fresh capital, allowing a company taking this course to enter new business or make takeovers.

**Small  
power**

## Banking profile: Adam &amp; Co

**First of a new crop**

"I hope that we're smart, without going over the top," says James Laurenson.

bank. "I hope that we're smart, without going over the top," he says. "There's more intimacy here, rather than luxury."

Private customers are not the only source of business. Adam & Co runs a treasury and foreign exchange operation, catering in particular for businesses with turnover of about £250,000 which may be too small for the clearing banks. It lends to corporate clients, usually against up to 50 per cent of the value as bought or an asset such as a hotel or building. The bank would like to increase its lending as fast as its deposits have grown.

"We are getting past the experimental stage," says Mr Laurenson. He says Adam & Co is now getting work from several of the large law firms in Edinburgh, who initially waited to see how the new bank developed.

Remarkably, the discretionary investment management operation has doubled its funds under management to £50m in the past six to eight months alone, with money coming from individuals with £500,000 or above, as well as charities and trusts. It has recruited staff to build up the fund management business in London.

The bank also hopes to manage the customer's share portfolio through its investment management service - "we would like our clients to be able to come in and meet their bank manager and their investment manager at the same time," says Mr Laurenson, who came to Adam & Co from Ivory & Sime, the fund managers, across Charlotte Square.

He sees the banking and the investment management services as twin arms of the business, either of which might bring in customers for the other. Though the economic downturn and high interest rates have altered the background for the business, Mr Laurenson says new customers keep coming forward.

"There are a lot of people inheriting large sums or earning very big salaries, and there are still people disgruntled with the service they get from the clearers," he says.

But he rejects the suggestion that Adam & Co is a luxury

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## SCOTTISH FINANCIAL SERVICES 3

"IT WAS a wonderful sight to behold," said Mr Ian Jones, one of the two men who run Quayle Munro, a tiny merchant bank in Edinburgh.

The sight was of a couple of thousand skiers moving like ants one recent sunny Sunday across the flank of Aonach Mor, a mountain close to Ben Nevis.

Mr Jones can take much of the credit for creating the company which built the ski lifts and launched Aonach Mor as Scotland's new skiing centre, in the face of a variety of setbacks and a variety of scepticism.

The Nevis Range Development Company, in which Quayle Munro has a 15.7 per cent stake through its investment company East of Scotland Industrial Investments, opened late last year.

It is a good example of the diversity of operations now tackled by Scottish merchant banks. Quayle Munro is one of the more ambitious of the smaller fry in that fraternity.

Founded in 1983 and employing only about 15 people, it advises and, if necessary, invests in a number of growing companies in Scotland: its particular coup was to help restructure Shanks & McEwan as a waste disposal company, and later launch it on the stock exchange.

It has also moved into a more senior league by becoming adviser to the Scottish Office on the privatisation of the Scottish Bus Group, and also on the disposal of the investment portfolio of the Scottish Development Agency.

But it suffered a setback last month when an attempt by East of Scotland Industrial Investments to take over Saltire Leisure Investments, an investment trust managed by Hodson Martin, another Edinburgh finance house, failed.

Merchant banking in Scotland has grown noticeably in the past few years as Scottish companies have become more ambitious and more of them have realised that London does not have a monopoly on expertise in corporate finance.

Until the creation of Noble Grossart - just before the 1970s - there were no merchant banks in Scotland at all. Even now, people still look to Noble Grossart as the archetypal Scottish merchant bank. It operates from two elegantly refurbished adjoining Georgian houses in Queen Street; it prides itself on still employing only 20 people; and it is an



Ian Jones: confounded the skeptics

extraordinary magnet in attracting some of the best corporate finance business in Scotland. It is still very much the business of Mr Angus Grossart, its chairman, and co-founder - his original partner, Sir Iain Noble, left it at an early stage. But Mr Grossart's determination to keep the bank small is not one that every other Scottish merchant bank wishes to emulate, or even necessarily admires.

Along in Melville Street is EFT, formerly known as Edinburgh Financial Trust, which in its present form was created by Mr Hamish Grossart, Angus Grossart's nephew, and former partner Mr Hamish Barry (who left the chairmanship to John Castlereagh, another financial entrepreneur).

EFT, which unlike Noble Grossart is quoted, is shaping up as a mini-financial conglomerate with ambitions to go much further than Scotland. It has a corporate finance operation in Edinburgh and an asset finance company and an investment management company in Glasgow.

EFT is in a sense a spin-off from Noble Grossart in that Messrs Grossart and Barry were originally with that company, as was Mr Peter Stevenson, who became chairman last year. Hamish Grossart says that EFT's issuing house is increasingly getting business from larger companies without having to expand its core cor-

porate finance team of six people last year, for example, it advised Apollo Window Blinds of Glasgow on the sale company to Ashley Group for a performance related price of up to £54.2m, and helped Barbour Campbell, a Northern Ireland company, buy itself out of Hanson for £25.5m. Fee income from corporate finance was up by 26 per cent last year.

The size of transaction that we are seen to be capable of handling is continually going up," says Mr Grossart. "In turn, at a skill base, we have got good a team as any in Scotland."

EFT Finance, the asset finance subsidiary, improved its contribution to group pre-tax profit by 208 per cent last year, but Glasgow Investment Managers' assets under management fell in 1989 because of EFT's sale of its 47 per cent stake in City of Edinburgh Life Assurance, a decision which involved EFT taking a substantial loss.

Because of this transaction EFT's pre-tax profits were up only seven per cent in 1989 at £1.31m. But the ambitions remain strong. EFT is always on the lookout for teams of people in related areas of finance which could bring expansion in terms of functions and/or geography -

establishing a London presence is always at the back of the company's mind.

Just along the street from EFT is British Linen Bank where Mr Eric Sanderson, chief executive since last year, is blooming with confidence. BLB is a fully-owned subsidiary of Bank of Scotland and operates across a wide spectrum, from corporate finance leasing, as well as fund management.

It is much larger than EFT, with offices in Manchester, Chicago and Jacksonville, Florida. In the 1988/89 year, pre-tax profit was £10.22m, a rise of 19 per cent. Last autumn BLB merged its fund management operation, British Linen Fund Managers, with Dunedin Fund Managers, another Edinburgh group.

BLB now has 50.5 per cent of Dunedin, while Dunedin manages all the assets, worth about £5bn. Mr Sanderson says he is puzzled by suggestions, made by some observers, that BLB is a missed opportunity in the Scottish financial scene, rarely hitting the headlines and not perhaps being as aggressive as it might be.

He points to a number of significant corporate finance deals the company has been involved in, not all of them in Scotland, and alludes to a submerged iceberg of deals for pri-

vate companies. But he admits: "We don't seek a high profile. We don't want to detract from the client who does the deal."

He also says that being part of the Bank of Scotland group can necessitate taking a lower profile in some deals than BLB might otherwise have done if it were on its own.

"We're careful not to embarrass our parent company in anything we might undertake and to avoid a potential group conflict of interest," says Mr Sanderson. "We believe quite sincerely that it would be wrong to embarrass a long-standing customer of the group."

In saying this, he may have an eye to the Royal Bank of Scotland Group where the aggressiveness of its merchant bank Charterhouse has sometimes pained long-established Royal Bank customers.

BLB is heavily engaged as the Scottish Office's adviser on the privatisation of the two Scottish electricity companies, where it works with EZW. It is also investing in a cable TV company for Edinburgh, Cablevision Scotland, and is in a consortium with Trafalgar House in tendering to build a bridge across the Kyle of Lochalsh to Skye.

James Buxton



Some observers think that the quality of life in Edinburgh (above) and also Glasgow, and the lack of excessive stress compared with London, may be better at generating a thoughtful approach to managing money, rather than aggressive expansion - though there are examples of both.

#### Profile: Noble Grossart

### Small but powerful

"WE are very selective and very self-disciplined, and we don't spend time on speculative business," says Ewan Brown, second-in-command to Angus Grossart at Noble Grossart. "We are very rigorous when a project comes through the door."

Mr Brown is explaining how Noble Grossart succeeds in coping with a large number of clients and corporate finance deals without getting indigestion or having to expand beyond that tight little operation that it wishes to remain, writes James Burton.

Over the past two years it has sometimes seemed that Noble Grossart was involved in just about every corporate finance deal of consequence in Scotland. That is an exaggerated impression, of course, since apart from the relatively few deals which went to other Scottish merchant banks, other Scottish companies have advisers in London.

**Busy year**

Nevertheless, among the many things Noble Grossart did during 1989, were:

- Organising a multi-million pound rescue of Rodime, the Scottish electronics company.
- Advising Scottish & Newcastle on its defence against the bid from Elders IXL.
- Helping create Balmoral International and organise its unsuccessful attempt to gain control of Norfolk Capital.
- Handling a private placing for Stagecoach, a fast rising Scottish bus operator.
- Advising Lilley in its ultimately unsuccessful bid for Tibury.

In addition, it took on about a dozen new clients including Dawson International, Drambuie, Havelock Europa, Miller Homes, Christian Salvesen, Grampian Television and an unnamed mutual life assurance company.

It remains an adviser to Mr James Gulliver though, during the year, A. Goldberg, the threatened Glasgow stores group, switched from Noble Grossart to N.M.Rothschild.

Noble Grossart is also joint adviser with Samuel Montagu to the South of Scotland Electricity Board, soon to be privatised as Scottish Power.

The merchant bank is thus a notable concentration of power in Scotland and a vivid illustration of how small and interlocking the Scottish financial and business establishment is.

Mr Grossart, now 52, is chairman of Edinburgh Fund Managers and Scottish Investment Trust, a director of the

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## SCOTTISH FINANCIAL SERVICES 4

## STOCKBROKING

## Innovative developments

A MODERN dealing room on the upper floor of a news house in Edinburgh's West End is the scene of one of the more innovative developments now taking place on the Scottish stockbroking scene.

Roderick Sutherland and Partners, which began operating last autumn, is notable first for being a new stockbroking firm founded at a time when mergers and takeovers continue to reduce the number of independent stockbrokers north of the border.

But, more important, as a broker specialising in executing deals on behalf of institutional clients, it is bringing to Scotland a type of operation which formerly barely existed outside London.

Roderick Sutherland executes deals for clients both on the International Stock Exchange in London and on Wall Street, through a direct link to a firm on the floor. It is also establishing a link with a Japanese brokerage house to operate on the Tokyo market.

Mr Sutherland, who founded the company with some associates, was previously responsible for equity trading at Ivory & Sime, where he became convinced of the opportunity for his type of operation in the post Big Bang world.

Though Scottish fund managers control about £80bn worth of funds and thus constitute an obvious market, he is also trying to build up a trans-global network of trading for

institutions in London, New York, Tokyo and elsewhere.

"We're not here just to satisfy local demand," he says. While Edinburgh provides relatively low overheads, screen trading means that Sutherland's business could theoretically be based almost anywhere. Another part of the business will be marketing research from specialist research firms, sharing commissions with them - a practice known as soft research though Mr Sutherland prefers

Report by  
JAMES BUXTON

to call his company a provider of independent research services - "by separating research and execution, the research firm is untainted by direct contact with the market," he says.

His company has raised £1m in equity from its management, external investors and Meridian Bancorp, a US bank from Pennsylvania, which has 22.5 per cent. Sutherland envisages placing a British executive with its so-far unnamed Japanese partner who will not only oversee the execution of Sutherland's orders but also try to drum-up business for the company in Tokyo.

The only other institutional stockbroker in Edinburgh is James Capel, whose office, founded in 1987, concentrates

on futures, options and convertibles, as well as on quantitative research and investment trusts.

Other Scottish stockbrokers, however, deal principally with private clients, though with a sprinkling of institutional business as well. Their numbers, however, are declining.

A year ago Mr Derek McIntosh, managing director of Bell Lawrie, then the biggest Edinburgh firm, said in a survey: "We intend to remain independent." Last November, however, Bell Lawrie was acquired for a reputed £15m by Robert White, another Edinburgh stockbroker which is part of TSB Group.

The two firms will be merged into Bell Lawrie White, which comes into existence in May. It is not a development that has been universally welcomed in the Edinburgh financial and professional community.

Robert White was formed only in 1988 out of the private client department of Wood Mackenzie when Hill Samuel, having been taken over by TSB, sold the bulk of Wood Mackenzie to County Network. It took the name of Robert White from its best-known, but not its most senior, partner.

The takeover of Bell Lawrie means that instead of there being two substantial private client stock brokers in Edinburgh there is now only one.

The number of smaller stockbrokers had already been

reduced in 1989 when Bell Lawrie acquired the Edinburgh offshoot of Alexander Lain & Cruckshank, which prior to Big Bang was Wishart Brodie.

Mr McIntosh now says: "We needed a substantial partner to take us into the new decade, to provide the funds to acquire other firms. There will be room in the new world of stockbroking for the very small niche player, but we were in the middle and had to get bigger to survive. The competition will build up and we wanted to be competitive."

At one stage it was mooted that Bell Lawrie would be bought by British & Commonwealth, whose Stock Group owns Campbell Neil, the Glasgow brokers. But while that would have avoided concentration in Edinburgh, it would also have entailed Bell Lawrie losing its back office function to Glasgow, a move broker commented: "Once you lose control of your back office, you lose control of everything."

Now the partners in the Edinburgh alliance are working out how best to rationalise their activities, which are divided between two offices, both of which each company, only recently moved into.

The combined company, of which Bell Lawrie is much the bigger component, will have funds under management of about £3m, and offices in several towns in Scotland as well as Cardiff.

One Edinburgh firm which



Roderick Sutherland: "We're not here just to satisfy local demand."

## Fund managers and investment houses

## Strong yet vulnerable

FUND MANAGERS based in Edinburgh and Glasgow have many advantages over their rivals in London or any other City in Europe. They work in pleasant surroundings, in offices which cost a lot less to rent than those in other financial centres, and they inherit a long tradition of investment expertise. Moreover, many have resisted the urge to go public or be bought out and so remain independent.

These factors mean that the Scots fund managers are in a good position to attract staff disenchanted by the unpleasant conditions of Wall Street or the City of London, and clients who are worried by turmoil in the securities industry. Week by week, there are stories of big financial services conglomerates coming apart at the seams and the stability of the independent Scottish investment houses ought to be beguiling by comparison.

Scots investment houses are in a strong position, but they are also vulnerable. Their very independence makes them highly desirable to those big securities houses which want to bolt on a fund management business. Look at what happened this year. English equivalents and the Abell National flotation, marketing its services widely outside Scotland.

John Torrie, the tennis-like senior partner, does not mind many new entrants to stockbroking being prepared to beat the ever-increasing compliance costs of setting up in business.

In Glasgow, the leading force is Allied Provincial Securities, a melding of 29 regional stockbroking offices from all over Britain which claims nearly a tenth of the UK private client market and employs 800 people. The Glasgow office, based on Parsons Penney, has one of the two processing centres of the company. Apart from the formerly independent firms Allied Provincial's shareholders are James Capel and Postal, the Post Office pension fund, which each have 24 per cent stakes.

Allied Provincial, run by the energetic Mr Bernard Solomons, the chairman, looks set to become one of the major players in British private client stockbroking as the investor continues to abandon London. It also has a growing business in corporate finance.

Traditional relationships between companies and their professional advisors have been severed as a result. Thus Price Waterhouse, auditors to Guinness, won the audit of United Distillers, Scotland's fifth biggest company, after Distillers was taken over by Guinness in 1986.

The second factor is the wave of mergers between the accountancy firms themselves, which have taken place less at the initiative of the Scots accountancy firms themselves than the sasenachs.

The first of these was that between Peat Marwick and KMG Thomson McLintock in 1986. The combined firm bounced up to rival Arthur Young, which was then ahead of the pack with fee income in Scotland of some £15m.

The second wave of mergers has radically changed the

investment trust. Ivory & Sime, the grand old man of the Scottish investment scene, has also made itself takeover-proof.

Being vulnerable to takeover is just one weakness. The other is that the Scots fund managers, for all their venerable history, are not very big players in the pension fund game which compared to the likes of Mercury Asset Management.

The Scots firms do well: in a recent survey by Financial Weekly Martin Currie came second in the poll, growing its

## Some investment houses are vulnerable to takeover

pension fund money by 34.8 per cent over 1988-89. If Scottish managers, standing somewhere between true boutiques like GMO Woolley and the MAMs of this world, are big enough to win large chunks of business, but they can also lose large lumps of money. The most spectacular example of this was Martin Currie's loss of a near-£200m of British Rail pension fund money, won in January 1987 but removed from them in July 1988.

Similarly, Baillie Gifford has set up a joint venture with the Toyo Trust & Banking Company to manage funds internationally, excluding Japan.

If some of the Scots firms are looking overseas for new business, Scotland is still seen as a desirable place to set up a fund management operation: witness Templeton Galbraith, the Bermudas-based group, which set up its European office in Edinburgh two years ago. Its strategy is somewhat unclear after the sudden departure of Colin McLean as managing director last month.

Another relatively new arrival is Capital House, created in 1987 when the Royal Bank of Scotland bought Charterhouse bank; the two companies' merged private client business is now run from Edinburgh.

David Waller

looking further afield than London: Bird Semple, a leading commercial property firm, is the only Scottish member of EU-LEX, a Brussels-based network of 25 law firms from 25 countries. Earlier this month two partners from McGregor Donald paid a visit to Japan, meeting representatives from organisations as various as Mitsubishi Bank, Nomura and the Scottish Development Agency. McGregor is also a member of Legal Resources Group, a UK grouping of independent law firms.

## David Waller looks at accountancy firms

## Shake-up under way

EDINBURGH'S accountancy firms are housed in venerable oak-panelled Georgian buildings, with name-plaques of burly brass outside their gigantic doors. The offices - with impossibly lofty interiors - have been home to the firms for decades; they exude solidity, permanence and tradition; values of which every accountancy firm must be proud.

All that is about to change, cry from the turmoil which has generally afflicted the UK's accountancy profession in recent years.

Where, in Charlotte Square, is there evidence of the fantastic growth experienced by many of the firms; of chaotic mergers and merger discussion; of fundamental changes in the nature of a profession which is becoming increasingly subject to legislation. And yet, the Scottish accountancy world has had its fair share of change and excitement.

The growth, if not as great as in the City of London, has been good. The client base has been in a state of flux, if only because of the depredations of corporate raiders from south of the border. Furthermore, the impact of mergers put together in London or New York has changed the shape of the mar-

ket dramatically. Up until only a few years ago, the Scottish accountancy world was divided rigorously between insiders and outsiders. The insiders were the firms like Arthur Young, Thomson McLintock or Grant Thornton, which had roots going back a century or more to the beginnings of the

profession. Undoubtedly, this network of professional ties still exists. But the network has been shaken up by two recent developments. Firstly, many big Scottish companies have lost their independence and their headquarters have been moved south of the border.

Traditional relationships between companies and their professional advisors have been severed as a result. Thus Price Waterhouse, auditors to Guinness, won the audit of United Distillers, Scotland's fifth biggest company, after Distillers was taken over by Guinness in 1986.

According to the outsiders, it was virtually impossible to break into the markets served by the traditional firms.

The ties between the accountants and their clients in the financial services sector had been forged long ago, often in the early years of the century when the investment management industry began - in the offices of accountancy firms like Ivory & Sime and Baillie Gifford.

The outsiders lamented that the ties were enforced in the modern age by what they unkindly described as "the

ties between the accountants and their clients in the financial services sector had been forged long ago, often in the early years of the century when the investment management industry began - in the offices of accountancy firms like Ivory & Sime and Baillie Gifford.

The second wave of mergers has radically changed the

## The client base for accountants has in a state of flux

Scots accountancy profession. The outsiders included such pillars of the English establishment as Peat Marwick and Price Waterhouse.

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The second wave of mergers has radically changed the

## Resentment over Westminster's "interference"

## Lawyers in angry mood

IT IS well-known that Scotsmen resent governmental interference from Westminster. This especially true of Scots lawyers, who are extremely upset about Mrs Thatcher's proposals for the reform of the legal profession - not the English legal profession, of course, but the Scottish one.

The Law Society of Scotland

has been particularly vehement in its opposition to the Scottish Home & Health Department's consultation paper.

In the very first paragraph of its response to this document, the Scottish Law Society denounced Westminster's "interference with the free and independent administration of the Scottish system of justice."

What seems to irk the Scots' lawyers more than anything else, are proposals to end solicitors' monopoly over the conveyancing business. Opening up rights of audience in Scotland's higher courts: naturally,

The proposed abolition of the conveyancing monopoly has provoked howls of anguish, says DAVID WALLER

solicitors are in favour of this. But the proposed abolition of the conveyancing monopoly has provoked howls of anguish.

The reason for this is that many of the Law Society's members work for small firms in small country towns, deriving anywhere between 40 and 70 per cent of their revenues from conveyancing. Open-up of the conveyancing monopoly to competition from banks and building societies, and many small firms will have to close and the provision of local services to rural communities would be grossly impaired.

Do the Law Society's protests strike a chord with the commercial practices of Edinburgh and Glasgow?

On the face of it, there is no reason why the Scottish equivalents of Slaughter & May or Herbert Smith should worry about the end of the conveyancing monopoly or the fate of the rural communities. But in general, the Scots commercial firms are very different from their London counterparts.

Was the vote xenophobic and short-sighted? Or was it the only way of preserving the unique culture of Scottish accountancy, with its strong emphasis on education and training?

Only time will tell whether the Scots institute will be marginalised in the wider context of Europe.

Next month, though, Prof Ian Percy, the president of the Scots ICA, will present the membership with plans for preserving the institute's role in the future.

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<b>Brown Shipley &amp; Co Ltd - Contd.</b>							<b>Gartmore Fund Managers - Contd.</b>						<b>Merton Jupiter Unit Trust Mgrs Ltd (09051F)</b>						<b>Schroder Unit Trusts Ltd - Contd.</b>					
North America	5.16	5.17	5.17	5.24	-0.05	2000	1.76	1.76	1.76	1.82	-0.05	2000	1.76	1.76	1.76	1.82	-0.05	Pearl Unit Trusts Ltd (01000H)						
Europe	5.20	5.21	5.21	5.29	-0.05	2001	1.76	1.76	1.76	1.82	-0.05	2001	1.76	1.76	1.76	1.82	-0.05	Perpetual Unit Trusts Ltd (01000F)						
Recovery	5.20	5.21	5.21	5.29	-0.05	2002	1.76	1.76	1.76	1.82	-0.05	2002	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Smaller Cos	5.15	5.16	5.16	5.21	-0.05	2003	1.76	1.76	1.76	1.82	-0.05	2003	1.76	1.76	1.76	1.82	-0.05	Standard Life Unit Trust Mgrs Ltd (01000H)						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2004	1.76	1.76	1.76	1.82	-0.05	2004	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Specialist Cos	5.15	5.16	5.16	5.21	-0.05	2005	1.76	1.76	1.76	1.82	-0.05	2005	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2006	1.76	1.76	1.76	1.82	-0.05	2006	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2007	1.76	1.76	1.76	1.82	-0.05	2007	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2008	1.76	1.76	1.76	1.82	-0.05	2008	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2009	1.76	1.76	1.76	1.82	-0.05	2009	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2010	1.76	1.76	1.76	1.82	-0.05	2010	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2011	1.76	1.76	1.76	1.82	-0.05	2011	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2012	1.76	1.76	1.76	1.82	-0.05	2012	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2013	1.76	1.76	1.76	1.82	-0.05	2013	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2014	1.76	1.76	1.76	1.82	-0.05	2014	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2015	1.76	1.76	1.76	1.82	-0.05	2015	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2016	1.76	1.76	1.76	1.82	-0.05	2016	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2017	1.76	1.76	1.76	1.82	-0.05	2017	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2018	1.76	1.76	1.76	1.82	-0.05	2018	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2019	1.76	1.76	1.76	1.82	-0.05	2019	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2020	1.76	1.76	1.76	1.82	-0.05	2020	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2021	1.76	1.76	1.76	1.82	-0.05	2021	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2022	1.76	1.76	1.76	1.82	-0.05	2022	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2023	1.76	1.76	1.76	1.82	-0.05	2023	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2024	1.76	1.76	1.76	1.82	-0.05	2024	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2025	1.76	1.76	1.76	1.82	-0.05	2025	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2026	1.76	1.76	1.76	1.82	-0.05	2026	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2027	1.76	1.76	1.76	1.82	-0.05	2027	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2028	1.76	1.76	1.76	1.82	-0.05	2028	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2029	1.76	1.76	1.76	1.82	-0.05	2029	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2030	1.76	1.76	1.76	1.82	-0.05	2030	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2031	1.76	1.76	1.76	1.82	-0.05	2031	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2032	1.76	1.76	1.76	1.82	-0.05	2032	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2033	1.76	1.76	1.76	1.82	-0.05	2033	1.76	1.76	1.76	1.82	-0.05	Schroder Unit Trusts Ltd - Contd.						
Small Cos	5.15	5.16	5.16	5.21	-0.05	2034	1.76	1.76	1.76	1.82	-0.05	2034	1.76	1.76	1.76									

# **UNIT TRUST INFORMATION SERVICE**

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Insurer	Regd. Off.	Offr. or Vald	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield	Offr. + or Vald	Yield		
Thornton Unit Managers Ltd (1000)F	J. Rothschild Fund Managers Ltd	1342.6	14.21	3.58	Norridge Life Assur. Co Ltd	01-534-5544	Clerical Medical Investments Group	01-534-5544	Quality & Law-Corp.	0117.2	123.3	10.7	Guardian Royal Exchange - Contd.	0117.2	204.4	12.2	Laurentian Life plc - Contd.	0117.2	504.3	15.1	Merchant Investors Assurance Co Ltd	0117.2	504.3	15.1
20 Corso Grey, London W1M 7HF	Offr. Exempt.	01-493-7282			220 Roseford Road, London E7		Karrow Plaza, Bristol BS2 0JH	0272-290546	Managers Ltd	0174.9	204.4	12.2	MIU Limited Life Assurance Co Ltd	0174.9	204.4	12.2	Co-op Life	0174.9	204.4	12.2				
American Express		573.07	53.07	54.7	Berkeley House, London EC2R 8AU		White-Profits (Soc)	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
(American Units)		574.42	52.9	52.13	120-122 Grosvenor Gardens		Wheat	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
Europeans Corp.		574.42	52.9	52.13	London W1X 8AA		Specialty Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Proprietary Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Financial Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Property Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	London W1X 8AA		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0	504.3	15.1						
£100,000		574.42	52.9	52.13	120-122 Grosvenor Gardens		Int'l. Assocs.	0124.3	131.5	10.1	MIU Equity Fund	0175.0	504.3	15.1	MIU Personal Life	0175.0								

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JULY 1990

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Unit	Class	Den.	Out.	Net	Out.	Net	Yield	Unit	Class	Den.	Out.	Net	Out.	Net	Yield	Unit	Class	Den.	Out.	Net	Out.	Net	Yield	Unit	Class	Den.	Out.	Net	Out.	Net	Yield
Terry & Giese (Luxembourg) SA								Nikkei Capital Mgmt (Europe) Ltd								GAT Insurance Co Ltd								Globe Asset Management Corp							
25 Years 1965-1990 Luxembourg								Japan Bond Fund								Global Mkt Currency	US\$CAV							Hornsey Prudential Fd							
Alex Fonds								American Fd								Global Offshore Fund								Deutsche Pf							
General Portfolio								American Fund								Global Offshore Fund								Deutsche Pf							
Star Fund								Asian Fund								Global Offshore Fund								Deutsche Pf							
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## WORLD STOCK MARKETS

## AUSTRIA

March 22	Sch	+ or -
Austrian Airlines	1,950	-10
Creditanstalt	6,700	-150
Energie	7,750	-200
Ernst & Young	1,200	-100
Europapress	1,200	-100
Flughafen Wien	1,200	-100
Postsparkasse	3,120	-50
Steyr-Werke	1,200	-100
Veltinser Mag	1,450	-100
Vorwerk	1,750	-100

## BELGIUM/LUXEMBOURG

## March 22

## Fr.

## + or -

## Aerobus

## Bank Met. &amp; Lax

## Banque Com. De Lux

## Banque Ind. Et Des Crédits

## Barco

## Belux B

## Camer

## Cognac

## Do. AFV 1

## Do. AFV 2

## Do. AFV 3

## Do. AFV 4

## Do. AFV 5

## Do. AFV 6

## Do. AFV 7

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## Do. AFV 167

## Do. AFV 168

## Do. AFV 169

## Do. AFV 170

## Do. AFV 171

## Do. AFV 172

## **NEW YORK STOCK EXCHANGE COMPOSITE PRICES**

**Continued on Page 51**

مكتبة الأصل

## **NYSE COMPOSITE PRICES**

12 Month												12 Month											
High	Low	Stock	Div.	Yield	1998	High	Low	Close	Prev.	Close	Chg.	High	Low	Stock	Div.	Yield	1998	High	Low	Close	Chg.		
<b>Continued from previous Page</b>																							
801	44	RyMy	1.50	3.3	6	1179	553	545	-12	545	-12	44	2%	Susque			643	35	35	35	35	35	
451	34	RNP	MC	10	36	34	37	34	-1	34	-1	55	2%	SunEd	p1.10	13	47	47	47	47	47		
19	14	RNP	PA	5	17	17	17	17	-1	17	-1	207	1%	SunEd	T-94	4.8	6.0	6.0	6.0	6.0	6.0		
34	12	RNP	W	10	21	21	21	21	-1	21	-1	207	1%	SunEd	Spd-F	1.9	14	14	14	14	14		
22	16	RNP	N	114	19	19	18	18	-1	18	-1	207	1%	SunEd	Spd-V	.50	2.4	2.4	2.4	2.4	2.4		
41	22	RNP	AD	9.0	2.8	13	105	321	-3	315	-3	207	1%	SunEd	Spd-S	.25	1.4	1.4	1.4	1.4	1.4		
11-22	17	RNP	Ox	14	12	162	163	163	-4	163	-4	207	1%	SunEd	Spd-C		11	3	3	3	3		
19	15	RNP	H	14	12	162	163	163	-4	163	-4	207	1%	SunEd	Spd-S		11	3	3	3	3		
12	14	RNP	M	16	35	104	104	104	-1	104	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
22	17	RNP	G	7.5	7.0	105	205	205	-1	205	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
48	21	RNP	Ch	4.2	4.7	37	35	34	-1	34	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
27	18	RNP	Ch	1.88	9.9	17	32	19	-1	34	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
181	19	RNP	Ch	7.5	3.6	8	304	22	-1	21	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
75	4%	RNP	Re	14	12	162	163	163	-4	163	-4	207	1%	SunEd	Spd-S		11	3	3	3	3		
37	26	RNP	Ha	1.20	3.8	12	1458	32	-1	315	-1	207	1%	SunEd	Spd-F		11	3	3	3	3		
35	18	RNP	Re	7.2	226	21	21	21	-1	21	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
14	9%	RNP	Re	.08	.5	32	13	12	-1	12	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
21	15	RNP	Re	.55	33	17	22	17	-1	17	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
9%	7%	RNP	Re	20	2.5	9	8	8	-1	8	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
14	14	RNP	Re	8.4	1.3	25	6058	67	-1	665	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
25	23	RNP	Re	4.5	4	31	32	32	-1	31	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
78	51	RNP	Re	1.50	4.5	5	331	761	-1	747	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
18	8%	RNP	Re	2.0	2.0	13	20	20	-1	20	-1	207	1%	SunEd	Spd-F		11	3	3	3	3		
10	8%	RNP	Re	5.5	5.5	57	57	57	-1	57	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
37	26	RNP	Re	5.2	1.5	28	286	35	-1	35	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
20	13	RNP	Re	4.8	2.8	22	13	14	-1	14	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
15	8%	RNP	Re	2.0	2.0	106	105	105	-1	105	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
29	15	RNP	Re	3.2	1.3	16	317	27	-1	281	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
17	17%	RNP	Re	5.0	3.8	13	13	13	-1	13	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
24	14%	RNP	Re	5.0	3.8	13	13	13	-1	13	-1	207	1%	SunEd	Spd-C		11	3	3	3	3		
14	14%	RNP	Re	5.0	3.8	13	13	13	-1	13	-1	207	1%	SunEd	Spd-V	.50	2.1	2.1	2.1	2.1	2.1		
10%	8%	RNP	Re	5.0	3.8	13	13	13	-1	13	-1	207	1%	SunEd	Spd-S		11	3	3	3	3		
<b>S - S - S -</b>												<b>S - S - S -</b>											
41	31	SCCp	C	2.66	5.8	11	204	36	-1	37	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
82	8%	SCCp	U	2.0	1.8	16	16	16	-1	16	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
9%	7%	SCCp	Ind	1.72	2.23	13	50	47	-1	47	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
60	34%	SPSTec	L2	3.7	11	7	35	35	-1	35	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
36	27%	SPX	Cp	1.3	3.6	6	68	26	-1	26	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	27%	SPX	Cp	93	93	93	93	93	-1	93	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
19%	6%	SPX	Ac	7.5	6	62	61	61	-1	61	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
14%	11%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
8%	12%	SPX	Ac	1.1	11	11	11	11	-1	11	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
34	25%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
24	25%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
21	21	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
26	7%	SPX	Ac	1.40	12	9	305	72	-1	112	-1	207	1%	TeCo	T-97	4.5	10	10	10	10	10		
27	7%	SPX																					

**Sales figures** are unofficial. Yearly highs and lows reflect the previous 52 weeks plus the current week, but not the latest trading day. Where a split or stock dividend amounting to 25 percent or more has been paid, the year's high-only range and dividend are shown for the new stock only. Unless otherwise noted, rates of dividend are annual disbursements based on the latest distribution date.

e-dividend also stands for: b-annual rate of dividend plus stock dividend; p-liquidating dividend; old-called, old-distributed, old-new yearly low; o-dividend declared or paid in preceding 12 months; r-dividend in Canadian funds subject to 15% non-resident tax; t-dividend declared after split-up or stock dividend; x-dividend paid this year, omitted, deferred, or no action taken at latest dividend meeting; h-dividend declared or paid this year, an accumulation issue with dividends in arrears; n-new issue in the past 52 weeks. The high-low range begins with the start of trading. d-day of ex-dividend date; p/e price-earnings ratio; r-dividend declared or paid in preceding 12 months; r+dividend; s-stock dividend; split. Dividends begin with date of split; s+dividend; s-stock dividend paid in stock in preceding 12 months; estimated cash value on ex-dividend or ex-distribution date; u-new yearly high; v-trading delayed, vi-in bankruptcy or receivership or being reorganized under the Bankruptcy Act, or securities assumed by such companies; wd-distributed, wl-when issued, ww-without warrants, x-ex-dividend or ex-right, xds-ex-distribution, xew-without warrants, y-ex-dividend and sales initial, yd-yield, z-sates in full.

**NASDAQ NATIONAL MARKET**

*3pm prices March 22*

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**AMEX COMPOSITE PRICES**

3pm prices  
March 22

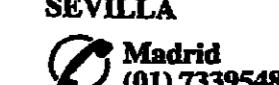
PV Site												PV Site											
Stock	Dts.E	100s	High	Low	Close	Chg	Stock	Dts.E	100s	High	Low	Close	Chg	Stock	Dts.E	100s	High	Low	Close	Chg			
ATT	2023e	952	171	162	162	-12	DI Ind	11	11	9-16	7	9-16	-1	Int'l	12	5	75	75	75	75	-1		
AT&T	2023e	78	54-2	53-2	53-1	-14	DING	365	24	24	24	24	-1	Int'l	5	74	2	2	2	2	-1		
AirExp	10	118	104	104	104	-14	Defend	1078	104	103	103	103	+1	Int'l	5	69	17	17	17	17	-1		
AIRN	10	18	14	14	14	-14	DesMed	946	67	59	59	59	-18	Int'l	4	1233	4	32	32	32	-1		
AltaSea	42	12	12	12	12	-12	DesOur	378	59	56	56	56	-2	Int'l	32	32	32	32	32	-1			
Alphain	50	34	34	34	34	-1	DesOur	20	24	24	24	24	-2	Int'l	32	32	32	32	32	-1			
Alza	70	142	39	39	39	-1	Duplex	78	17	21	21	21	-3	Int'l	10	1033	105	24	24	24	-1		
Amadeus	.10	10	2884	14	14	-14	EAC	10	12	12	12	12	-1	JenBell	10	1033	105	24	24	24	-1		
Amadeus	.10	21	19	19	19	-19	EarthCo	66	22	19	19	19	-4	JetSet	8	65	24	24	24	24	-1		
Amadeus	.10	3	5-10	5-10	5-10	-10	EarthCo	66	22	19	19	19	-4	Kirkent	8	65	24	24	24	24	-1		
Amadeus	.10	3	5-10	5-10	5-10	-10	EchoB	230	8	15	15	15	-10	Kirby	10	21	21	21	21	21	-1		
AmSci	486	8	280	34	34	-34	EchoB	105	1794	184	184	184	+1	LambGr	30	58	64	64	64	64	-1		
AmSem	486	8	280	24	24	-24	EcoEn	14	10	14	14	14	-10	Lamper	7	32	32	32	32	32	-1		
Amplif	078	21	16	15	15	-15	Elder	2763	42	42	42	42	-15	Lily	8	14	4	4	4	4	-1		
Amstron	80	55	54	54	54	-54	ENSCO	22	4428	45	45	45	-15	Lionel	28	129	124	124	124	124	-1		
Amstron	80	188	24	24	24	-24	Entlnd	41	14	14	14	14	-14	Lynchi	28	17	21	21	21	21	-1		
Amwestex	5-8	4	24	24	24	-24	FausPr	1,088	775	9	87	87	-11-16	MTR	10	10	10	10	10	10	-1		
Amwestex	5-8	29	174	163	163	-163	Fusion	1	1	1	1	1	-1	MagnC	3	2822	2822	2822	2822	2822	-1		
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	MartC	5	57	44	44	44	44	-1		
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	MaxMed	44	38	55	55	55	55	-1		
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	MaxMed	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
AMAT	In	11	14783	123	123	-123	Gator	32	8	27	27	27	-1	McCur	44	38	55	55	55	-1			
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## AMERICA

**Fall in Japan undermines already shaky confidence**

## Wall Street

**THE PLUNGE** in the Tokyo stock market undermined confidence in US shares which have anyway been falling this week on profit-taking, writes *Janet Bush* in New York. At 2 pm, the Dow Jones Industrial Average was 35.36 lower at 2,692.57 on active volume of 103m shares. The Dow lost 10.81 on Wednesday.

Share prices started dropping at the opening in reaction to the sharp drop in Tokyo overnight. Then Nikkei 225 plunged 6 per cent during the morning session before recovering about half the ground lost. Nervous about financial markets in Japan have been heightened since it became obvious that the Japanese authorities' belated move to raise the discount rate has failed to restore confidence.

Over the last few weeks, the US market had started to decouple from weakness in the Tokyo market, but this week has once again looked vulnerable, partly because the plunge in Tokyo has coincided with profit-taking in the US. The Dow, even after Wednesday's fall, still stood 6.4 per cent above the most recent closing low of 2,564.19 on February 23.

US equity analysts believe that the US market will drop further in a technical correction to its rally in late February and this month. Yesterday's morning fall on the New York Stock Exchange came on

## JOBS

# The specific test of candidates' confidence

By Michael Dixon

"OF COURSE it is," honked the big-company personnel chief the other day. "That goes without saying."

His tone, and the lip he curled at the Jobs column, showed impatience with folk who question the obvious.

The rest of the audience seemed to feel the same way.

He had just been listing the qualities needed to win and keep high position. They included pretty well all those found in books on leadership, "intelligence, initiative, integrity and such. But as one of the usual litany was missing, I asked whether he thought "confidence" was important too — with the reaction reported above.

To which my own reaction was to think that, if the importance of confidence is considered unquestionable, it must be high time somebody questioned it. So over the past few days I have pestered half a dozen professional recruiters about the topic.

Their explanations show confidence in a somewhat peculiar light. It is evidently not just important, but so much so as to be a routine requirement. And as such, it is covered by the Law of Organisational Stupidity known as Winkler's Twit, which states: *"Routine events stimulate only where they fail to occur."*

Like the mechanical alarm clock whose ticking never disturbs sleep unless it stops, confidence has most force when not there. "Lack of it has a pervasive effect on selection," I was told.

"When candidates are confident, you may have good reason to believe it's just circumstantial and short-term." An example is when they are out of work through no fault of their own after otherwise successful careers.

But try as you might, you're hard-pressed to stop them from influencing you against them.

Also, although confidence is most noticeable in its absence, in Britain at least it can also be damning if too obviously present. "While positive expressions of it may be liked in the US," said a second of the half-dozen, "it's dangerous to overdo them here. Unless they're clearly due to something in the candidate's background — like being the company chairman's son — they can be interpreted as overweening arrogance or, worse still, cockiness."

A third believes that experienced recruiters tend to be wary of conspicuous confidence as one of the human attributes (charms is another) that are apt to lead them astray. "I doubt that there can be one of us who

hasn't slipped up at some time through overvaluing it. If you're a professional, once bitten must be twice shy."

Something none of the six was confident about is quite what confidence might be. "I'd say it was a general attitude to life's challenges," came a typical reply. "But it can hardly arrive ready-made. It probably grows out of family circumstances, education and so on."

On the other hand, it was uniformly agreed that for everybody from a particular background who possesses confidence, there seems to be something much the same who lacks it.

"The most obvious thing for it to be based on is competence," the twice-shy recruiter added. "But that's definitely not always so. Where it comes from is a mystery to me."

**Torments**

A clue to the answer has been provided by the United States psychologist Martin Seligman. In some studies he subjected people as well as animals to nasty experiences, such as an excruciating noise, which they were powerless to stop.

After a while, about two thirds of them became so depressed and apathetic that

even when they were shown how to turn off the noise or whatever, they could not learn to do it. But the other third simply refused to give up striving to relieve their torment, no matter how impossible it seemed.

Professor Seligman thinks that the difference is made by the way the victims explain their plight to themselves. For, in his view, there are three sets of "confidence" in the general sense meant by the half-dozen recruiters.

The other third typically see any reverse as external, unstable and specific. Those are the complete optimists, and perhaps the exemplars, possessors of "confidence" in the general sense meant by the half-dozen recruiters.

**Comfort**

But there is another use of the word, that offers comfort to the other 66% per cent of us who take a more realistic view of our limitations. It is "confidence" in the highly specific sense tested by showing people how something is done, then — with their minds concentrated by the prospect of being invited to try — ask if they can do it. The jargon for that kind of confidence is "self-efficacy".

Several studies have been made of it in recent years, the leading researcher being Albert Bandura, Professor of Psychology at Stanford University in California.

Instead of taking the view that confidence must grow with experience, he found that confidence is strong enough to lead to success even when it is global. In his terms, they are pessimists. They, together

with a second group who adopt a mix of the gloomy and cheery alternatives, make up the two thirds prone to give up when life becomes hard.

Hence, if people can first be brought to believe they are capable of a particular task, they have an increased chance of succeeding at it. And although the theory is far from universally proven, it has been shown to work in a goodly number of cases.

The early successes were in enabling people to overcome phobias and addictions, such as an intense terror of snakes as distinct from a social distaste for them and smoking. But more recently the trials have been extended to normal work activities, both in laboratory settings and for real.

All the studies have been analysed by Ivan Robertson and fellow psychologists at the University of Manchester Institute for Science and Technology. One finding, he says, is that people tend to be pretty accurate at estimating their ability to do something ahead of doing it.

"And while the success-rate is higher in laboratory trials," Dr Robertson adds, "the real-life link with competence is strong enough for tests of self-efficacy to offer an improved chance of picking the right candidate."

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This is an opportunity to join the market leader in one of the most exciting and rapidly expanding areas of international banking.

*Interested candidates should contact Kevin Byrne on 01-248 3653 (evenings/weekends 076 382728) or write, sending a detailed CV to the address below or use our confidential fax line on 01-248 2814.  
All applications will be treated in the strictest confidence.*

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For further information please contact Judy Elmes at:

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The Development Board's aim is to create a self-sustaining economy within its area through the provision of employment in a wide range of sectors and by stimulating private enterprise through an integrated programme of industrial development, service provision and grant assistance to the private sector. Of equal significance is the need to improve the quality of life of the residents of rural Wales through the Board's social development activities.

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your quality."

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International Bank with a high profile in Corporate/Project Financing seeks to appoint an Economist to manage a small team in support of these activities. The Research Division provides industry sector, country and economic research material for both its own branches and for major institutions worldwide. The position requires an entrepreneurial individual, with a flair for marketing, capable of consolidating the Bank's position as a world-leader in this field. The successful incumbent will have a minimum of five years' relevant experience at senior level.

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For further information please telephone or send your C.V. to Justin Rose

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You are likely to be aged between 35 and 55 and have a first class command of credit analysis gained in a practical lending environment. You should be a graduate or be ACIB qualified and have an

excellent knowledge of the UK banking market. A full understanding of the credit issues relating to derivative products, treasury products, trade finance and medium term lending is essential. An above average knowledge of lending to financial institutions would be an advantage. Strong interpersonal skills are necessary since you will be liaising at very senior levels within the bank.

A highly competitive remuneration package will be offered to the successful candidate. This includes an attractive performance-related bonus, company car and additional banking benefits. If you would like to be considered, please telephone Susan Mumey in complete confidence on 01-222 7733 or write to her at John Sears and Associates, Executive Recruitment Consultants, 2 Queen Anne's Gate Buildings, Dartmouth Street, London SW1H 9BP.

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State Bank of Victoria (SBV) Australia's fifth largest commercial bank wishes to recruit a LENDING OFFICER

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The successful applicant should be a seasoned corporate lending specialist probably in the age range of 26 - 34. The successful applicant is likely to have the following attributes:

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Please apply in writing enclosing a detailed C.V. to:

Personnel Officer,  
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**State Bank Victoria**

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Scottish Investment Trust is one of the largest investment trusts in the UK with assets under management of £2550 million invested worldwide, mainly in equities.

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A competitive salary and benefits will be offered to the successful applicant.

To apply, please write in confidence with your CV and an indication of present salary to Mr I M Harding, Company Secretary, Scottish Investment Trust PLC, 6 Albyn Place, Edinburgh, EH2 4NL.

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c.£22 - £25K + benefits

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The Remuneration package will be both negotiable and competitive. Interested applicants should write, enclosing a C.V., to Associates in Advertising, 5 St. John's Lane, London EC1M 4BH. Alternatively, please phone Annabel Elsdon on 01 636 9575 during office hours.

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# Nomura Capital Management (UK) Ltd Quantitative Analyst/ Fund Manager

Nomura Capital Management UK, a wholly owned subsidiary of Nomura Investment Management Co., one of the largest investment managers in Japan, wishes to recruit a Quantitative Analyst/Fund Manager to join its expanding London operation.

This position requires familiarity with modern portfolio theory, and the ability to develop quantitative techniques to assist in the active management of UK/European Equity portfolios, as well as the development of active quantitative products. Candidates for this position are likely to have a numerate degree or relevant professional qualification as well as at least two years' experience in quantitative analysis.

The position, located in the City of London, will offer a fully competitive salary together with an attractive range of benefits, including mortgage subsidy and non-contributory pension scheme.



If you would like to apply, please write with a curriculum vitae to the Managing Director, Nomura Capital Management (UK) Ltd, Peninsular House, 36 Monument Street, London EC3R 8LJ.

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to £30,000 + Benefits

Due to expansion this European bank seek a lending banker with strong marketing skills covering letters of credit and trade finance. Essential is a background in credit covering appraisals to proposition summaries. Ideal age range 28-35 years. Contact: ANNETTE TASSI.

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Please send detailed CV or telephone the above names, all enquiries treated in strict confidence.

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Closing date for return of completed application forms is 11 April, 1990.

For further details and application form, please write to Appointments Officer, Ref No AH364/S&FT, Abercrombie House, Eaglesham Road, East Kilbride, Glasgow G75 8EA, or telephone 03552 41199 ext 3534.

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Applications are invited from recently qualified accountants, aged between 24-32, with a keen interest in the City. The firm has a lively and energetic approach, and it is essential that candidates empathise with this exciting and stimulating environment.

Interested candidates who meet these criteria should send a comprehensive CV including current salary and a daytime telephone number quoting reference number LM203 to Carol Jardine, Spicers Executive Selection, Friary Court, 65 Crutched Friars, London EC3N 2NP.

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**ACCOUNTANCY COLUMN****Return to auditing puts pressure on the profession**

By David Waller

MERGERS and acquisitions activity is dwindling; the economy is faltering; the stock market is in the doldrums; inflation is rising; Mrs Thatcher's government is riding desperately low in the opinion polls, and high interest rates are discouraging management buy-outs and dampening the entrepreneurial spirit.

The only accountants who are pleased about all that are the corporate recovery specialists, who have been working flat out for the last few months in a vain attempt to deal with a vast increase in the number of companies going belly-up. Everyone else has good reason to feel disconsolate.

In the boom years of the late 1980s, auditing was often seen as an attractive business only insofar as it gave the firms a platform from which to sell clients other, more exciting services. Also it provided the firms with a steady stream of income that could nourish ventures into riskier, project-based consultancy markets.

Only in exceptional circumstances would an audit change hands, for example, when a company was taken over or when a fraud was discovered.

Now, however, the picture is changing. One of the main reasons is the fact that the prospects for such high-margin business is not good. Over time, they are going to find themselves increasingly dependent on audit work rather than from auditing.

Growth in specialist and consultancy work is linked to the vibrancy of the economy as a whole. One of the main factors making up to the fact that the prospects for such high-margin business is not good. Over time, they are going to find themselves increasingly dependent on audit work rather than from auditing.

In aggregate, Hemmington Scott calculates that Coopers' total fee income from statutory audits of quoted companies

dealt on the unfashionable business of auditing.

What that means for the firms in the very long term is a matter of speculation. In the short term, the emphasis is going to be on paring down costs, increasing efficiency and being profitable. Those pressures are likely to be felt first and most fiercely by the so-called medium-sized firms, for reasons explained below.

In the boom years of the late 1980s, auditing was often seen as an attractive business only

altogether non-existent. The trend is well illustrated in an audit remuneration survey produced by Hemmington Scott, a publishing company, which looks at fees earned from firms' quoted clients. The data show how sluggish the growth in fees has been over the past three years.

Take Coopers & Lybrand. Before its merger with Deloitte Haskins & Sells, the firm's three biggest audit clients were Unilever, Pilkington and British Telecom, accounting for 11.6 per cent, 7.83 per cent and 5.87 per cent respectively, of total turnover from the statutory auditing of listed clients.

Fees from Unilever fell from £5m three years ago to £5m in 1988 and £4m last year. Pilkington's fees crept up from £2.4m to £2.7m over the three-year period, while BT's fees went up from £1.7m to £2.02m over the same period, a healthier 19 per cent overall.

Looking at other big clients, Glaxo's fees climbed from £1m to £1.2m, BOC's from £1.5m to £1.7m and fees from Sedgwick, which accounted for more than 4 per cent of total fees, fell from £1.5m to £1.45m. By contrast, those from Maxwell Communication Corporation went up from £500,000 to £1.7m over the same period.

In aggregate, Hemmington Scott calculates that Coopers' total fee income from statutory audits of quoted companies

went up from £20.1m three years ago to £22m in the following year to £24.5m last year.

Such growth rates are way below those experienced by the firm as a whole over the same period. Moreover, inflation in the cost base – that is, in the cost of recruiting, training and paying audit staff – must have galloped ahead at a vastly higher rate over the period.

Lest Coopers should be aggrieved at thus being singled out, it should be said that the picture is the same at the other firms. Fees grow when the clients are acquisitions, but are static when the clients are concentrating on organic growth.

Thus, for example, Arthur Andersen benefited from WPP's acquisition spree (which took it from being a manufacturer of wire shopping baskets to being one of the world's largest advertising groups), and audit fees from that client galloped up from £201,000 three years ago to £1.37m last year, accounting for 10 per cent of the firm's total audit fees from quoted clients.

By contrast, fees from BICC, the cables and construction company which happens to be something of a stock market favourite at present, have gone up much more modestly, from £1.7m to £1.8m over the period.

Not surprisingly, fees are under just the same pressure at the medium-sized firms. Spicer & Oppenheim's biggest

quoted client is Dalerty, where the audit fee has fallen from £2m to £1.8m over the three years.

One of Stoy Hayward's biggest clients is the Chrysalis Group, where the fee has fallen from £206,000 to £193,000. One of BDO Binder Hamlyn's larger clients is the Transport Development Group, where the audit fee went up undramatically from £886,000 to £748,000.

So big are the biggest firms that it is likely to be some years before they experience a dramatic deterioration in business.

**Medium-sized firms are waking up to their potential troubles and restructuring**

businesses. However, those firms in danger of suffering soon and hard are the medium-sized, national firms that grew so rapidly during the latter half of the 1980s that they are now as big as the erstwhile Big Eight firms were in the middle of the decade.

In marketing terms, the medium-sized firms make much of their dedication to the owner-managed business sector that is to just the entrepreneurial Thatcherite business man who is likely to be suffering in the present economic climate.

As the firms willingly concede, fees from auditing com-

panies belonging to those clients are less important than general business-advisory work.

Already there is evidence of a "decoupling" between the growth rates of the international firms and those of the national firms: the Big Six posted gains of between 20 per cent and 40 per cent, while those of the medium-sized firms have been much more modest. There are also signs that the medium-sized firms are waking up to their potential troubles: several have appointed managing partners to monitor their firm's weaker, fitter, and more profitable.

If this new generation of managing partners – Chris Swinson at BDO Binder Hamlyn, David McConnell at Grant Thornton or Peter Stafford at Spicer & Oppenheim – has any difficulty in persuading their partners in far-flung offices to accept the need for management reforms, they need do no more than point to the US experience.

A survey in this month's edition of the International Accounting Bulletin shows that fee income growth among the non-Big Six firms has dwindled to a paltry average of less than 7 per cent. Pannell Kerr Forster's fees went down; Grant Thornton's inched up by 2.5 per cent; and Spicer & Oppenheim mustered 8 per cent growth.

**ACCOUNTANCY APPOINTMENTS****SALLY****GROUP FINANCIAL CONTROLLER****Acquisition Oriented Leisure Company**

London W1

to £45,000 + car

The Sally Group is part of one of the largest sea passenger carriers in the world. Its UK activities embrace port management, ferry and tour operating centred on a highly innovative cross-channel service between Ramsgate and Dunkirk which has carried over 8 million passengers since 1981. An enviable reputation has been built up by providing exceptional standards of service at competitive prices.

The Group's first ten years of operations have established a record of strongly sustained growth. 1990's turnover will exceed £55 million, achieving a largely internally generated 100% growth over the past 5 years. This rate of advance now calls for the creation of this appointment.

Reporting to the Group's founding and highly entrepreneurial Managing Director, the immediate

task will be to review Sally's financial controls to ensure that they will meet the demands of on-going rapid expansion and assume the role of central Treasurer. Thereafter the emphasis will be on making a wider commercial contribution; supporting the Managing Director in the co-ordination, development and extension of business operations.

Candidates should be chartered accountants with a minimum of two years' PQE and extensive experience of corporate financial controls. The role will demand an assured yet flexible management style and the ability to anticipate senior management's needs.

For an initial discussion, please send a full CV, quoting reference S6777/7 to Mike Blanckenhagen.

**KPMG Peat Marwick Selection & Search**

70 Fleet Street, London EC4Y 1EU.

**Appointments Advertising**

appears every Wednesday and Thursday, Friday (International Edition)

For further information please call: 01-873 3000

Jennifer Hudson ext 3607

Richard Huggins ext 3460

Stewart Maddock ext 3392

**FINANCIALTIMES**  
EUROPE'S BUSINESS NEWSPAPER

**RECRUITMENT SPECIALISTS****Executive Selection – Legal & Accountancy**

We are a progressive, private group specialising in City-related executive selection. Our strategy is to expand rapidly through organic growth by diversifying into other sectors.

We wish to make contact with key individuals or established teams operating in the above areas, who are looking for the opportunity to "run their own show." You will benefit from the Company's existing infrastructure and future growth, without experiencing the financial strains associated with start-ups.

Applicants should be highly motivated, profit-oriented achievers who are seeking to play an instrumental role in determining the Company's future. We will offer you autonomy, a stimulating and demanding working environment and commensurate financial rewards.

Please write in confidence to

Box A769, Financial Times, One Southwark Bridge, London, SE1 9HL.

**CHIEF ACCOUNTANT**

Katum U.K. Ltd., a subsidiary of Katum Corporation, an established and progressive Multi-National Organisation in the Office Automation industry are looking for a young qualified (ACA) person to become Chief Accountant with specific responsibilities for Katum U.K. Ltd.

Based in Basingstoke, Hampshire and reporting to the General Manager and Financial Controller (USA), the successful candidate would have had at least 3 years practical experience since qualifying. You should also be able to demonstrate good Management skills as well as having experience with on-line computer systems. IBM systems/Walker software would be an advantage.

This is an exceptional opportunity for a young and energetic person who wants to make a major and positive contribution to the success of a growing organisation.

Salary is negotiable according to age and experience plus Company Benefits.

Please write with full C.V. to Ian Byrne, Personnel Administrator, Katum U.K. Ltd, Unit 1 Beechwood, Chinnor Business Park, Crookford Lane, Chinnor, Basingstoke, Hants. RG24 0WA or call on 0256 707020 for an application form.

**AEGIS**

**GROUP FINANCIAL CONTROLLER**

c £25,000 + car + benefits

Our clients are a young dynamically growing group of businesses operating primarily in the consulting, design and building services sector of the construction industry.

The company is now seeking to recruit a Group Financial Controller to lead the finance function. Reporting to the Managing Director, you will be responsible for monthly management accounts, reports and budgets, and the enhancement of the systems and reporting disciplines that are required to accommodate growth.

The successful candidate will be a computer literate accountant with post qualification experience in commerce or industry. You will possess strong interpersonal skills, commercial awareness and be prepared to adopt a "hands on" role.

The group is currently relocating its head office to the western part of the M4 corridor. A relocation package is available.

Please send your c.v. with salary history to:

Mr. C.B. Carr, Fraser & Russell, Corporate Development Service, 4 Leadenhall Street, London EC3M 2HT.

Fraser & Russell  
Chartered Accountants

**RATHBONE****RISK MANAGEMENT ACCOUNTANTS £30,000 to £40,000 Plus Benefits & Car**

We are currently acting on behalf of a number of International Investment Houses intent upon expanding their Swaps, Accounting Operations. In each case a fully qualified accountant, whether ACA or ACCA, is required.

Applications are invited from individuals with a minimum 3 years post qualification experience of Capital Markets. Managerial experience would be a distinct advantage. You will have comprehensive knowledge of accounting procedures in Swaps and derivative products, risk management, futures and options.

In each instance a competitive salary will be offered together with considerable scope for career development.

**ACCOUNTS MANAGER**

A prestigious City merchant bank requires a qualified accountant (whether ACA, ACCA or ACCA) to manage the Accounts Department of a group of companies. Primary responsibilities will cover general ledgers/control accounts, financial and management accounting, tax authority reporting, cashing and bank reconciliations. In addition, the individual appointed will also be required to supervise personnel, advise and assist on implementation and testing of computer systems.

Knowledge of financial instruments, supervisory experience and computer literacy, together with good communication skills are prerequisites for this hands-on managerial role.

**SWAPS ACCOUNTS**

Our client a major International Securities House requires two qualified accountants to work within their Interest Rate & Currency Risk Management Group. The required experience, in one case, is as a Swaps Ledger Accountant with the ability to review, maintain, prepare, reconcile and develop the Swaps Ledgers. The other position requires experience in a Swaps product area covering the preparation and review of off-balance sheet and Profit and Loss schedules.

The ideal candidates will come from a banking background and have some form of Swaps market exposure. This will have been gained either in an operations role or on audit.

For a confidential discussion contact Simon Dick.

**Financial Controller****Midlands**

c£35,000 + Car + Benefits

Our client is one of the United Kingdom's largest printers, with a turnover for 1989 in excess of £100 million.

Considerable growth in recent years has resulted in the development, at a cost of nearly £30 million, of one of Europe's largest and most modern printing plants.

Following the recent investment, there is now a requirement for a Financial Controller, who will be responsible for the two main Divisions with a combined turnover of £70 million. The successful candidate will report to the Managing Director of those divisions, and have functional responsibility to the Group Finance Director. Working closely with the senior management team, you will be involved with both operational and strategic issues.

Early priorities will include:

- ★ a total review of the Finance and DP functions within the Divisions;
- ★ developing tight financial control procedures in all areas;

**Michael Page Finance**

International Recruitment Consultants

London Bristol Windsor St Albans Leatherhead Birmingham Nottingham

Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Nottingham NG1 2EX.

# Ambitious Financial Manager

c.£40,000 + Car

This client is seeking a manager, either from the Big 6 or from industry, with the ambition, ability and drive to pursue a fast track commercial career, beginning in its small, high calibre headquarters team.

The Group is recognised as an astutely managed, large Plc with well-defined industrial and commercial interests. Divisional operations have a high international content and are being expanded by acquisition in addition to organic growth.

This initial role as Group Accounting Manager will carry responsibility for technical expertise at the centre and for managing the flow of essential financial and operational information to the Group Chief Executive's office. In addition, there will be involvement in corporate restructuring, accounting development and systems enhancements. As a result, the position combines a variety of technical issues and challenges with frequent top level exposure and a comprehensive overview of the Group.

Confident handling of interpersonal relationships and sound skills as a communicator are essential personal requirements for both short and long term reasons. After a period of 2-3 years, a major change of role is envisaged as a substantial career development move. Location - Central London.

Please apply in confidence quoting Ref L449 to:-

Brian H Mason  
Mason & Nurse Associates  
1 Lancaster Place, Strand,  
London WC2E 7EB.  
Tel: 01-240 7805

**Mason & Nurse**  
Selection & Search

## REGIONAL ACCOUNTANT

London

£28,000 + bonus

Established accountancy practice, a distributor of software in the South Region of the UK, is seeking to appoint a Regional Accountant.

A fully qualified Accountant with at least 2 years post qualification experience, and the maturity to lead a team in a professional environment, would find this role a challenge.

Experience of Personal Computers is essential and it is desirable that you will have carried out project and investment appraisals.

In return, our remuneration package includes a salary from c. £28,000 plus bonus, a Company car, Private Medical Insurance and a Company Pension Scheme. Relocation assistance will be considered.

To apply, please telephone for an application form to Mrs. S. Atkinson, Personnel Department, 100 Highgate Hill, London NW10 6LS, Otley Road, Hampstead, NW3 6EE. Tel: 01-348 0622.

## Group Financial Controller

Early/middle 30s

£30,000 + bonus

This is a first class opportunity for an experienced operational accountant to move up to group level. It is a proactive role - solving problems not just identifying and investigating them - and offers career growth potential.

The group is a plc with turnover in excess of £100 million which has achieved outstanding growth and profits through capital investment and diversification and is actively pursuing further expansion, both organic and by acquisition.

The Financial Controller will co-ordinate all group financial and accounting matters, develop and maintain standards throughout the business and be involved in

investigation of growth areas including acquisitions.

Candidates, male or female, age early/middle 30s, must be qualified accountants, ideally but not necessarily FCA. They must have had some years' post-qualification experience in manufacturing industry, will probably by now have reached Chief Accountant/Controller level in a sizeable operating company and must have computer experience.

Initial salary negotiable around £30,000 plus bonus; benefits include car, private health insurance and relocation help if needed to Yorkshire base.

Please write in confidence - with full career details to D. A. Ravenscroft.

**Ravenscroft & Partners**

Search and Select  
20 Albert Square, Manchester M2 5PE

## Financial Director (Advertising Agency)

Central London

£40,000 + bonus + car

Our client, a successful and rapidly growing advertising agency with billings in excess of £10m which prides itself on the quality of its work and personal service, is looking to recruit a competent, commercially aware accountant to the position of Financial Director.

Reporting to the Managing Director the position will manage the financial, computing and secretarial activities, and ensure that control systems are implemented to provide a cost effective and commercially orientated service for the smooth running of the Agency. As part of the senior management team the Financial Director will be expected to provide advice on business planning and profitability.

Candidates for the post should be qualified accountants aged 27-40, ideally graduates, with a minimum of three years experience in a marketing/trading/service industry environment. Experience of modern computer techniques and small/medium sized organisations is essential. A background in the advertising sector, while not mandatory, would prove beneficial.

A competitive salary, bonus and benefits package is offered to include, after one year's service, a share option scheme.

Applicants should write in confidence enclosing a comprehensive curriculum vitae with salary history and quoting reference 565 to:

Peter Childs, Director  
Pannell Kerr Forster Associates  
New Garden House  
78 Hatton Garden  
London EC1N 8JA

**Pannell Kerr Forster  
Associates**  
MANAGEMENT CONSULTANTS

## Finance Director

*A board level challenge with Britain's leading independent health services provider.*

£45k to £50k  
+ incentive bonus, quality car and valuable benefits  
Central London

BUPA Health Services, the leading independent provider of health services in the UK, is a wholly owned subsidiary of BUPA. Our board presides over a progressive, expanding organisation which embraces hospitals, health assessment centres, homes for the elderly, nursing agencies and occupational health services. Altogether more than 100 profit centres generating a turnover approaching £200 million.

An internal promotion means that a place on that board is now open for a new Finance Director who is also the Company Secretary. This is a rare opportunity for a proven achiever to play a central role in the dynamic, ongoing development and growth of the company through the 90s.

Ideally FCA, but possibly FCMA or FCCA, you'll be given financial control, commercial management and company secretarial responsibilities as well as ample opportunity to contribute to the company's strategic and policy development at a time when we intend to realise the enormous potential of our expanded portfolio of

businesses in this increasingly competitive but growing market. Your track record should demonstrate impressive achievements at senior level in large, decentralised, entrepreneurial organisations, probably in the service sector, where your commercial vision, interpersonal skills and man-management ability have all been strongly in evidence. Ideally aged mid 30s to mid 40s you are now at the point where you need a fresh, long-term challenge at the level your talents deserve.

The rewards on offer reflect the importance we place on this post: an incentive bonus, a wide choice of quality car, a excellent pension scheme, life cover, family BUPA, permanent health insurance, and health assessment for you and your spouse. If you feel you have the credentials to play a major part in our future, please write with your cv to: Mrs S.C. Ellen, Managing Director, BUPA Health Services, Dophy Court, Great Turnstile, Lincoln's Inn Fields, London WC1V 2JU.

**BUPA Health Services**

## Portfolio

### FINANCIAL CONTROLLER

Central London  
£35,000+car

- Number One Position
- Wide Ranging Role

A lively qualified Accountant is required by this young, growth company to oversee the accounts department and to get involved with general strategy issues. There will be some systems implementation work within the Head Office and the subsidiaries.

Given the company's record of success, the prospects are excellent and this role acts as Finance Director Designate.

Please contact LIZ OSBORNE on 01-836 9561.  
Ref: FT22390/A

### TRAVEL COMPANY

Sussex £30,000+car

- High Profile Group
- Young Company

A small but growing travel company, which is part of a well known leisure group requires a Financial Controller to manage the accounting function.

The role requires a strong staff manager and team motivator who will enjoy the commercial aspects of this fast moving industry.

Please contact NEORAH SHERY on 01-836 9561 or write enclosing CV to our London address.

Ref: FT22390/B

### FINANCIAL PLANNING MANAGER

Surrey £28,000+car

- Growth Environment
- Small Team
- Commercial Exposure

This rapidly expanding manufacturing/retail company now seeks a Financial Planning Manager. The role will involve all budgeting, forecasting, performance related analysis and variances. It is a proactive role and will ideally suit either ACCA/ACMA with an FMCG background.

Please contact DENISE ENGLAND on 01-836 9561.  
Ref: FT22390/C

### AUDIT MANAGER

London c. £35,000+car

- Fast Track Promotion
- Attractive Sector
- High Profile Group

A top quality British plc is seeking an Audit Manager to spend a year on risk projects for the Group and then move into a senior line role. Suitable candidates will be Big 8 trained ACA's at Manager level in the profession with a bright, flexible style and a high level of ambition.

Promotion prospects are proven and exciting.  
Please telephone PIPPA CURTIS on 01-836 9561.

Ref: FT22390/D

### FINANCIAL CONTROLLER

WC1  
c. £30,000+F/E car+bens

- Professional Environment
- Senior Management Position
- Commercial Role

This vacancy, with a top 30 public practice firm, has arisen as a result of the impressive growth of the practice and its operations. The position will provide input to divisional and corporate planning for the provision of financial services to clients.

The successful incumbent will be a qualified accountant with 3 years PQE, possessing staff management ability and hands on computer experience.

Please contact MARK JONES on 01-836 9561.

Ref: FT22390/E

### MANAGEMENT CONSULTANT

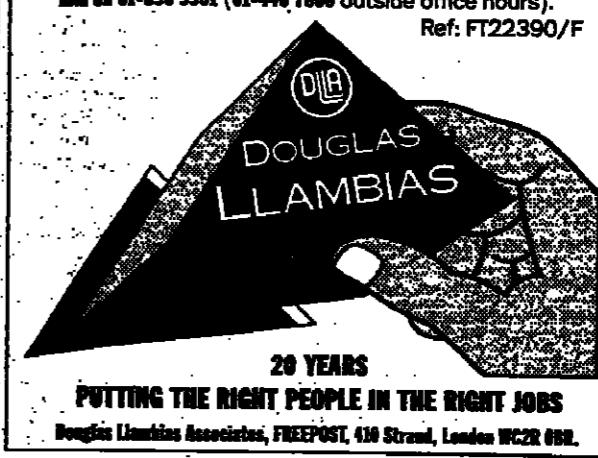
ACA/ACMA/ACCA/IPFA  
London from £28,000+car

- Multidisciplined groups
- Exposure to all business sectors
- Commitment to management training

This leading Accounting and Consulting Services organisation requires a number of exceptional graduate accountants with demonstrable continuous achievement in their careers. Aged 26-32, suitable candidates will have 3-7 years' post-qualification experience within Public Practice or Industry/Commerce.

Please send a full CV to COLIN VASEY at Douglas Llambias Consultancy Services, 410 Strand, London WC2R 0NS, or call him on 01-836 5561 (01-446 7888 outside office hours).

Ref: FT22390/F



### FINANCIAL CONTROLLER/DIRECTOR DESIGNATE

NORTH WEST ENGLAND

£25,000 + CAR

Our client, Caville Data Systems is an exciting, forward thinking company which specialises in the supply of a wide range of computing equipment. They also operate a thriving business in many other computer related areas.

Caville's innovative and entrepreneurial approach has resulted in extremely impressive growth and they are currently on target to treble their turnover to £25 million this year. They are now amongst the leading European suppliers of technology.

The company's worldwide headquarters are in Cheshire and offer superb motorway and rail links from most areas in the North West. Rapid overseas development has now taken place, including a joint venture with the Soviet Union.

The successful candidate will be a newly/recently qualified ACA, aged 25 to 32. You will be commercially aware, ambitious and articulate. Adaptability is extremely important as the vitality of the company necessitates involvement in the day to day running of the company and involvement in a more sophisticated role related to the future growth of the company.

Prospects are superb and proven capability and commitment to the business will result in a Financial Director role within the year.

The motivated ACA with a desire to take up this challenge should ring HOWARD KENNEY on 01 287 3391 or alternatively should write to him at FIRST ACCOUNTANCY, PREMIER HOUSE, 77 OXFORD STREET, LONDON, W1R 1KB quoting reference number HK/5255.

**CAVILLE**  
DATA SYSTEMS

**Appointments  
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please call:  
**01-873 3000**

Jennifer Hudson  
ext 3607

Richard Huggins  
ext 3460

Stewart Maddock  
ext 3392

**FINANCIAL TIMES**  
EUROPE'S BUSINESS NEWSPAPER

# Finance Director

## Hampshire Coast to £40,000 + Substantial Bonus + Car

Our client is a fast moving, acquisitive and growth orientated leisure company which through its aggressive marketing policies and strong management team has achieved a leading position within its market sector. This company is a key subsidiary, to c£70m, of a highly regarded plc which is actively pursuing the creation of new and exciting business opportunities throughout Europe.

A Finance Director is now sought to play a key role in the Executive team developing the business and will be responsible for the provision of full financial and management information which will contribute to the company's decision making. Reporting to the Managing Director and heading a team of twenty staff, additional responsibilities will encompass strategic planning issues making use of the company's sophisticated computer systems.

The successful candidate will be a qualified accountant, aged late 20's/

early 30's, with a background of high achievement. Business flair coupled with strong communication skills and a proactive nature are vital as this is a highly commercial role having strong liaison with the other disciplines in the organisation.

This is an excellent opportunity to join a lively, fast-paced organisation with excellent career prospects.

Please telephone or write enclosing a full curriculum vitae quoting ref. 411

to:

Philip Cartwright FCMA,  
97 Jermyn Street,  
London SW1Y 6JE

Tel: 01-839 4572

**Cartwright  
Hopkins**

FINANCIAL SELECTION AND SEARCH

## BUSINESS OPERATIONS MANAGER

### EASTERN BLOC & MIDDLE EAST.

Based in The Netherlands.

Intergraph are one of the largest and most successful specialist computer companies in the world - one of the market leaders in the design and manufacture of interactive computer graphics systems. Our CAD/CAM/CAE systems are used in applications as diverse as mechanical design, plant design, mapping, architecture and energy exploration.

The opening up of Eastern Europe, coupled with our rapid expansion in the Middle East, has created an unrivalled opportunity for a professional, experienced and ambitious individual to manage our increasing market in these areas.

Qualified to CPA/MBA level or equivalent, you have 10-12 years' experience in corporate accounting, fluency in English and German, and a desire to work within a dynamic and fast-growing company.

Reporting to the Vice President, European Business Operations, your responsibilities will include US and local country financial reporting; tax planning; contract negotiations and order administration; business development; human resources, and administrative M&A.

You must also have the ability to create excellent working relationships at all levels, and with a range of nationalities; plus the initiative to formulate and implement ideas and strategies.

There will be substantial travel throughout Europe and the Middle East, an attractive salary and benefits package, and the chance to play a vital role in the future success of Intergraph.

Please send your letter of application and current c.v. to:

Mr A. E. Waringa, Human Resources Director,  
Intergraph European Manufacturing B.V., PO Box 333,  
2130 AH Hoofddorp, The Netherlands.  
Telephone: 010-31-2503 66451.



## FINANCE DIRECTOR

Milton Keynes, FCAs 35-45, package negotiable to c. £75,000

Our client is a "top 20" firm of chartered accountants and is seeking to appoint a Finance Director, a key member of its new "corporate team", to lead the practice into the 1990s.

Reporting to the newly appointed Managing Director, key responsibilities in this role include overall responsibility for all finance areas, including cash flow projections, taxation, VAT, computerised systems development, fees consolidation, management accounts by office and nationally, annual and long term budgets, overhead control, credit control, salary administration, partnership accounting, pension administration, car scheme administration, treasury function and internal audit.

Candidates (male or female) should have Finance Director level experience, ideally but not necessarily in a "people business" environment. The appointee will have salaried partner status initially and may move on to full equity partner status in due course. If necessary, a generous relocation package will be offered.

If you wish to be considered, please submit a detailed c.v. to Bruce Page CA, or George Omrod BA (CIMA), at Douglas Llambias Associates, 410 Strand, London WC2R 0NS, quoting ref. no. FT22390.

Douglas Llambias Associates, 410 Strand, London WC2R 0NS. BIRMINGHAM 021-233 4421 • DUBLIN 688629 • EDINBURGH 031-225 7744 • GLASGOW 041-228 3101 • LONDON 01-536 9501 • MANCHESTER 061-236 1553

## Opportunity to gain Pan-European experience in a dynamic environment Manager - Operational Review

### HOLLAND (European languages not necessary)

**£30-35,000**  
+ Executive Car  
+ Generous Relocation

Our client is the highly successful European arm of one of the world's leading transportation groups. With operations throughout Europe, rapid expansion has been achieved through an aggressive programme of acquisition and highly focused organic growth. A strong management style and innovative business approach will continue to maintain the organisation's lead position in the run-up to 1992.

An exciting and challenging opportunity has arisen for an ambitious professionally qualified manager.

Key responsibilities include:

- Managing, motivating and co-ordinating a young team of professionals within the highly operational Internal Audit Function.
- Providing financial and commercial support to all levels of management throughout the group.
- As a key member of the Head Office Management Team you will participate in top-level decision making.
- Managing and performing a range of business projects of an operational and strategic nature.

The role is based in Holland and will involve up to 30% travel throughout Europe. Age 28 to 33, you will be a professionally qualified, ambitious and high achieving individual with the ability to communicate effectively at all levels. Previous internal audit experience would be preferred, though a project-based industrial background or exceptional candidates making a first move from practice may be considered. Knowledge of a European language would be an advantage but not essential. This is a high profile role and progression within the group into Senior Finance roles will be encouraged.

For an initial discussion please call Elizabeth Lang at Financial Selection Services on 01-873 5400 (out of hours 01-733 2674) or write enclosing a curriculum vitae to Financial Selection Services, Drayton House, Gordon Street, London WC1H 0AN.

**IMP  
SELECTION  
SERVICES**

# FINANCIAL CONTROLLER

## A new role in a growing, acquisitive company

### North London

The UK subsidiary of an internationally renowned European group, our client manufactures and markets a broad range of chemical products for both consumer and industrial markets. Recent rapid expansion and anticipated future growth, both organically and through acquisition, have created the need to review and improve its existing financial systems through the appointment of a Financial Controller.

The emphasis will focus on the establishment of an effective treasury management function and the development of the current financial accounting systems. The appointee will be expected to make a significant contribution to the business, and to assume broad supervisory responsibilities.

**£30-35,000 + car + benefits**

Applicants should be qualified accountants with several years' experience in the manufacturing/wholesale sector, gained either in industry or through large-scale audits. A knowledge of treasury management, in-depth financial accounting experience and computer literacy are essential. Prospective candidates must demonstrate the senior management potential, commercial acumen and flexibility of approach necessary to fulfil a key role within a fast moving, constantly changing environment.

Please write, in confidence, with full career and salary details, to Tim Knight, quoting reference H6270.

### KPMG Peat Marwick Selection & Search

70 Fleet Street, London EC4Y 1EU.

## European Line Management

### City Base Excellent Salary + Bonus, Car, Mortgage Subsidy

Bankers Trust company has an international reputation for excellence as a Global Merchant Bank. An innovative and flexible approach has been the basis of their success, particularly within the Derivative Products Arena. Expansion of the European Equity Derivative Operations has led to the creation of this new role.

The position carries responsibility for the quality of operations in Frankfurt, Paris and New York, coupled with a strong input into the strategic development of the business.

The role is wide ranging, covering all aspects of business support including management information reporting, costs accounting, valuations, risk credit and systems development, and will involve extensive liaison with these groups in London. However, the focus is as much about future development, as managing day to day issues.

**Bankers Trust  
Company**

Interested candidates based in London or other European financial centres, should send a full curriculum vitae including current salary details, quoting reference 303, to Diane Forrester ACA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH or telephone 01-831 2000.

**Michael Page Finance**

International Recruitment Consultants  
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham  
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

## Financial Controller

### North West

Our client is an engineering based original equipment manufacturer with a reputation for quality and reliability. Well-established and with a turnover of £11m, it is entering a significant period of change to enhance efficiency and increase market share.

Reporting to the Managing Director, the Financial Controller will be responsible for the full range of financial and management accounting activities, including company secretarial services. Key tasks will be to improve costing systems, extend the use of computerised controls, monitor cost reduction and provide relevant, up-to-date information to the management team. The person appointed will play a vital part in driving through the business strategy, making a creative contribution to the decision making process and interpreting results.

**£28,000 + car + benefits**

Candidates should be qualified accountants with an extensive knowledge of costing, computer systems and budgetary control, required in a production environment. They should be able to bring well-developed analytical and communication skills, complemented by a target-oriented style of man-management and an energetic approach to improving organisational effectiveness.

The attractive salary and benefits package includes fully-expensed car, health insurance, non-contributory pension and relocation expenses.

Please reply in confidence, quoting reference number R187 to Derran Sowell, Ernst & Young Search and Selection, Lowry House, 17 Marble Street, Manchester M2 3AW.

**Ernst & Young**

### Key Input into Operational and Business Development

## FINANCE DIRECTOR

Our client is a leader in the niche markets that it significantly developed, both nationally and internationally, during the 1980's. Its expansion plans and subsequent restructuring for the 1990's have resulted in the development of greater autonomy for its largest subsidiary (turnover approaching £25m). This subsidiary now requires a Finance Director. The key responsibilities will include:

- Full financial control and reporting.
- Business planning and control of operational efficiency.
- Man management and development (14 staff - 3 professionally qualified).
- Provision of strong financial input into the local management team.

The client's plans may well include the opportunity for you to develop into general management, as has been the case with previous Senior Managers within the organisation.

**Central Essex**

**Age 28+**

**Package up to  
£40K  
+ car, etc.**

**FMS**

FINANCIAL MANAGEMENT SEARCH  
AND SELECTION SPECIALISTS

## Finance Director

**London**

**£40,000 + Car + Bonus + S/Opts**

This major Division (to £20m) of an acquisitive medium sized UK plc is involved in the photographic sector. The Group's strategic direction has been effective in producing strong growth.

In addition to having accountability for the effective operation of the financial function, the successful candidate will be expected to contribute to the strategic growth of the Division and therefore must be able to demonstrate broad commercial skills.

This is a very hands-on assignment initially. Key areas of responsibility will involve the development of existing computerisation, ensuring the maintenance of tight financial controls and evaluating future growth opportunities both in the UK and internationally.

Candidates should be qualified

accountants, age indicator 35-40, ambitious, with proven interpersonal skills, commercial experience and strong personality preferably gained in a distribution or fm.c.g. environment.

The future prospects within this dynamic organisation are exceptional and extend beyond the financial area. Please telephone or write enclosing a full curriculum vitae quoting ref: 412 to:

Nigel Hopkins FCA,  
97 Jermyn Street,  
London SW1Y 6JE

Tel: 01-839 4672

**Cartwright  
Hopkins**

FINANCIAL SELECTION AND SEARCH

## Group Financial Controller

**Financial Services**

**£40,000 + Bonus**

**West End**

Fast growing entrepreneurial publicly quoted company seeks a young, ambitious financial professional to play a key role in restructuring and further expansion.

**THE COMPANY**

- ◇ A young innovative financial services group with ambitious plans.
- ◇ Corporate growth and promotion creates this very attractive management opportunity.
- ◇ Turnover currently over £7.5m, highly profitable, fast growing.

**THE POSITION**

- ◇ Responsible for group and subsidiary financial control and management information in a stimulating, fast moving environment.
- ◇ Contribute to strategic direction of the group following reorganisation.
- ◇ Acting as Group Company Secretary and Compliance Officer.

**QUALIFICATIONS**

- ◇ Graduate, qualified accountant, aged early 30's.
- ◇ Ideally experienced in accounting, consultancy or financial services.
- ◇ Ambitious, energetic with good interpersonal skills.

**COMPENSATION**

- ◇ Attractive base salary, car, bonus and stock options potential.
- ◇ Prospects of early promotion to Group Financial Director.

Please write enclosing full cv, Ref J1145  
54, Jermyn Street, London SW1Y 6JX

S → N

LONDON - 01-493 3363  
BIRMINGHAM - 021-233 4656 - GLASGOW - 041-204 4334  
SLough - 0753 694844 - HONG KONG - (852) 5 217153

## FINANCIAL CONTROLLER

**£25,000**

**£30,000**

**Benefits**

**South  
West**

**£25,000**

**£30,000**

**RECRUITMENT  
SPECIALISTS**  
LEEDS

**£25,000**

**£30,000**

**Benefits**

**South  
West**

## European Treasurer

Thames Valley

c£55,000 + Car

Our client is a world leader in its field of electronic and communications, with revenues in excess of \$10 billion, a significant portion of which is generated in Europe. The European Head Office provides corporate support to all European manufacturing and sales operations.

This newly created role will provide specialist expertise in cash and currency exposure management, with emphasis on the optimisation of financial resourcing for all European subsidiaries. Key responsibilities will include the management of banking relationships, controlling international cash flows to maximise the advantages of foreign exchange and interest rate differentials and providing financial support for major investment proposals and new business ventures. There will be significant liaison, both with operating

subsidiary financial management and with US Corporate Treasury.

Candidates, aged up to 45, should be treasury professionals, with a minimum of four years' experience in an international treasury operation. The successful candidate will work with a small central team and must become a focal point for European financial management. Excellent communications skills and a definitive "hands on" approach are essential in this context.

Comprehensive relocation facilities are available where appropriate and interested applicants should write, quoting ref. 2622, to Alan Dickinson ACMA, Executive Division, Michael Page Finance,

39-41 Parker Street,

London WC2B 5LH,

(Tel: 01-631 2000).



Michael Page Finance

International Recruitment Consultants  
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham  
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

## General Manager Finance Planning and Control New International Role

Spanish speaker  
c£55,000 + benefits  
Central London

Agipcoal SpA, part of the ENI Group, has established a new London based company with the mission to develop a profitable international coal business as a major coal producer and trader, with a mix of direct ownership, joint venture, and investments. Starting from a base of current interests in the USA, Australia, South Africa and Latin America this is an exciting opportunity to be involved in a period of major growth and development.

Reporting to the C.E.O. with a functional reporting line to the Group Finance Director in Milan, the role

carries responsibility for ensuring the sound financial management of both subsidiaries and joint ventures in addition to international financial strategy and planning, banking relationships, treasury management and tax planning. There will be significant emphasis on acquisition planning, valuation, funding and integration.

Candidates should be qualified Accountants aged 35+ with broad based senior financial experience, preferably gained in an international environment. International joint venture and acquisition experience from initial investigation to successful negotiation.

Price Waterhouse



## FINANCIAL SYSTEMS CONSULTANCY IN THE MIDLANDS

Increasingly, organisations are introducing packaged-based solutions to satisfy their financial and management information needs. However, in many cases, the necessary in-house skills and resources to select and implement the packages are either not available, or key people cannot be released from their day to day duties.

In recognition of this situation, KPMG Peat Marwick McLintock established a specialist group to assist clients in all aspects of package introduction. In view of the group's ambitious growth plans, we are now seeking to recruit two additional specialists to join the team.

We are looking for qualified Accountants who have direct experience of implementing packaged-based financial systems in either mini or mainframe environments, and who have a background in the

private or public sector. The ability to work with minimum supervision and to deal with all levels of management on equal terms is essential. The successful candidates will join a fast developing group that is part of a National network, providing opportunities for working in many diverse industry sectors, either individually or as part of multi-disciplinary teams. Opportunity for personal advancement and career development is excellent and is supported by our extensive training programme.

Based in our Birmingham office, we are offering a highly competitive salary package including a company car and BUPA.

If you are interested in joining our team, write in confidence, enclosing a CV, to Brian Henderson, Large Systems Implementation Group.

KPMG

Peat Marwick Management Consultants

Peat House, 2 Cornwall Street, Birmingham B3 2DL

## Finance Director Designate

Cambridge Area

To £35,000 + car + benefits

As a result of a strategic business review, our client, a profitable, £10m turnover food processing and distribution company is entering a period of rapid growth and diversification both organically and by acquisition. They now seek to appoint a Finance Director Designate who will be a key individual in this process.

The successful applicant will be fully responsible for the financial affairs of the company. Major challenges will include strategic corporate development, internal reorganisation, the introduction of a new MIS and management of the company's financing requirements.

This position calls for a qualified accountant (ideally Chartered) aged mid-late 30's. The successful candidate will be of high calibre with a hands-on approach, excellent business and interpersonal skills and the flexibility to thrive on change.

The long term prospects are first class and the remuneration package will be comprehensive and structured according to age and experience. There will be significant scope for participation in the company's success in the future.

Interested applicants should send, in complete confidence, a detailed curriculum vitae including current salary and daytime telephone number to Phillip Price ACA, quoting reference LM801 at Spicers Executive Selection, Leda House, Station Road, Cambridge CB1 2RN. Tel (0223) 460222.



SPICERS EXECUTIVE SELECTION  
A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

## Financial Controller

Woking, Surrey

c£35,000 + Car + Bens. + Reloc.

This UK subsidiary of a highly successful major multinational operates at the leading edge of technology in the manufacture and marketing of medical diagnostic products.

Following rapid expansion, Serono Diagnostics UK is now the major Research and Development centre for the Group's entire Diagnostics Division, and its export achievements have been recognised by a Queen's Award.

An exceptional opportunity has arisen for a Financial Controller to assume total responsibility for the accounting and finance function. Reporting to the Finance Director, specific responsibilities will include overseeing the preparation of management, financial and statutory accounts, playing a key role in the development of plans, budgets and forecasts, taxation and treasury

matters, cost and project planning as well as company secretarial matters.

The successful candidate will be a computer-literate qualified accountant, aged 28-35 with several years PQE in the Hi-Tech sector, ideally in a US reporting role. Previous exposure to R&D environments would be advantageous. Essential personal qualities will include strong interpersonal skills, a high level of commercial acumen and the drive and ambition to succeed within a multinational organisation.

Interested candidates should submit their CV's to Sajid Baloch MBA at Michael Page Finance, Cygnet House, 45-47 High Street, Leatherhead, Surrey KT22 8AG or telephone him on 0372 375661, Fax 0372 370101.

Michael Page Finance  
International Recruitment Consultants



## FINANCIAL CONTROLLER – MILAN

CIMA/ACA/CACA

Age 24-30

LIT.80 Million (£40,000)  
+ Exceptional Benefits

This \$3 billion turnover US hi tech corporation is seeking to strengthen its Italian operations through this new appointment.

Based within a tightly knit local management team this key individual will be responsible for providing all financial information along with relevant analysis to the European Financial Controller based in Belgium.

As the most senior finance person within the Italian operation, local management will seek your advice on a broad range of issues concerning the general management of the company.

Knowledge of working in this country would be an advantage, however the company's external advisors will be on hand to assist with the taxation and other external regulatory bodies.

Outstanding opportunities for advancement exist within the organisation's other worldwide subsidiaries or through transfers into group functions.

Interested candidates should write enclosing details to the address below or telephone Richard Parnell or Jacques Police for additional details on 01-437 0464, alternatively fax brief details on 01-437 0597.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS  
Queens House, 1 Leicester Place, London WC2H 7BP  
Telephone: 01-437 0464

Ambitious Finance Professionals

## WHY WE OFFER YOUNG ACCOUNTANTS A HIGHER RETURN ON THEIR INVESTMENT.

to £25,000 + financial-sector package

As a recently qualified accountant – possibly making your mark with one of the big-name accountancy firms – you've already invested a lot of time and energy in developing your professional expertise. For you, Prudential Portfolio Managers – one of the leading fund managers in the UK – is opening up a rare avenue into the challenging and rewarding area of investment management.

You will handle central finance responsibilities for a number of key businesses within PPM, spanning fund management and venture capital, as well as our offshore management businesses. An unusual level of autonomy, early exposure to senior management and the sheer diversity of the role combine to make this an excellent platform for career development. The bias will be towards

financial accounting, although there is also an important management accounting component; supported by a small team, you will produce monthly management information, quarterly returns, statutory accounts and IMRO reports.

Mental agility and initiative will be key assets; you must be able to establish immediate professional credibility with senior management.

Salary will be supported by a range of financial-sector benefits including subsidised mortgage scheme and non-contributory pension scheme.

Please send your full cv to Sally Brierley, PSPPM, Prudential Portfolio Managers Limited, 1 Stephen Street, London W1P 2AP. Tel: 01-548 3013. A member of IMRO

PRUDENTIAL  
Prudential Portfolio Managers Limited

## MANAGEMENT ACCOUNTANT

M4 CORRIDOR

Generous Salary and Benefits  
+ Car

A prestigious and highly successful commercial property development company wishes to recruit a newly qualified accountant with up to two years post qualification experience. Reporting to the F.D. responsibilities will include:

- Day to day running of the accounting function of the holding company.
- Production of statutory accounts.
- Liaison with and control of associated companies, joint ventures and partnerships.
- Development of accounting and management systems.
- Participation in the commercial running of the company.
- Assisting the F.D. with corporate finance work, treasury management, evaluation and acquisition of new developments.

The successful candidate will be self-motivated, have drive, ambition, good communication,

problem solving and decision making skills, together with a strong, outgoing personality.

This is a rare and excellent opportunity to work with a young and dynamic management team within a fast growing and progressive company.

Written applications together with a detailed CV, including current salary, are invited from candidates who want to join a company which offers excellent rewards for commitment and results and where career development and promotion prospects are second to none.

Please write in the first instance to Monty Grigg, quoting Ref TR10 at:

Haines Watts Recruitment Services,  
Stanhope House,  
110 Drury Lane,  
London WC2B 5ST.



## Outstanding prospects for a young, ambitious FINANCIAL CONTROLLER

North West

An exciting opportunity exists to join a young and dynamic management team. Success of the company to date has been achieved through the rapid development of its services. The company has a turnover in excess of £2.5m, and enjoys a significant market share.

Reporting to the Group Managing Director the role combines hands-on responsibility for all financial, management accounting and computer related activities, along with contribution to the planned strategic development of this innovative business.

Salary of £25,000 + car + benefits

Candidates should be qualified accountants, with experience in dealing with contracting and project work gained in a fast moving environment. You will be ambitious, assertive and energetic with good interpersonal and communication skills. You will be looking for an opportunity to be involved in a fast-moving and exciting company where your career will grow with the success of the business.

Please write in confidence with career and salary details to Hilary Campbell, quoting ref HC/926.



Peat Marwick Selection and Search

7 Tib Lane, Manchester M2 6DS

## ACCOUNTING MANAGER

*Contribute to a major international business.*

c.£32k + benefits.

Mars Inc. is a privately owned multinational corporation with over 50 companies operating in 26 countries. Information Services International is one of these companies, with a mission to support other Mars companies throughout the world by providing computer systems that enable them to gain a competitive business edge.

Our need is for an energetic and pro-active accountant with up to two years' post-qualification experience to provide wide ranging financial information for our management team, support line managers in their individual financial responsibilities and feed-back information on company performance. This will involve identifying and highlighting trends and using such information to improve the decision-making process. You will also be responsible for

Maidenhead, Berks.

consolidating internal financial reports to Mars Inc. Your principal areas of accountability are accounting, reporting and business planning and so you must have the vision to retain the "big picture" whilst dealing with small details, the strong work ethic to produce results against tight deadlines and changing priorities, and the potential to progress into a more senior financial role.

For a hardworking, bright individual, this challenge offers international exposure and a salary around £32,000pa plus valuable benefit including non-contributory pension, life assurance and medical cover.

Please telephone or send your c.v. to Alan Goodenough, Egor Executive Selection, 58 St James's Street, London SW1A 1LD. Tel: 01-629 8070.

Closing date for applications is 5th April 1990.



Information Services International  
A Division of EFEM Management Services Ltd

## Financial Controller With Director Potential

West Yorkshire,  
c.£30,000, Car, Benefits

## Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER,  
NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR and EUROPE

## FINANCIAL CONTROLLERS

Birmingham, Bristol, Cambridge, Cardiff, Edinburgh, Hastings,  
Leeds, London, Manchester, and Reading.

c.£38,500 Package (Negotiable)

A nationwide organisation; providing a wide range of design, project and maintenance management and estate surveying services, has recently been reorganised and requires qualified accountants in its offices throughout the UK.

Each financial controller will be a key member of the office management team reporting to the locally-based director in charge.

Motivation, self-confidence and interpersonal skills will all be characteristics required to enable successful candidates to operate in this changing and challenging environment. Applicants should have had similar experience of working in the same capacity within organisations of a similar size.

Applicants should write, enclosing a detailed CV indicating current salary and preferred location(s), to David Sutcliffe, Executive Selection Division, (Ref: FIN/C), Price Waterhouse, No 1 London Bridge, London SE1 9QL.

The offices, which have turnovers ranging from approximately £10m to £40m, are undergoing a programme of systems development changes to enable greater local financial control and accountability. Candidates will therefore play a key role in introducing and operating the new systems as well as providing a contribution to the commercial strategy for the offices.

## /PARTCO/// GROUP FINANCIAL ACCOUNTANT

South Midlands Attractive Negotiable Salary+Car+Benefits

Partco Group is the largest UK wholesale distributor of automotive accessories and equipment, supplying a very extensive, high quality product range to meet the day to day requirements of the vehicle repairer/owner. The Group wholesales its products from 240 branches nationwide, and supplies a wide portfolio of independent retailers. They have enjoyed rapid, impressive growth and are firmly committed to retain market leadership through continued dedication to customer service, application of professional standards in all areas of their business, development of new product ranges, and investment in high calibre personnel and facilities.

In line with this strategy, the Group Financial Director now seeks to appoint a Group Financial Accountant.

The Group Financial Accountant will be required to undertake, on behalf of the group holding company, all routine work associated with consolidated financial, management and statutory accounting; treasury management; payroll administration; and company secretarial duties. This being done, the wider brief will be to assist the Group Financial Director in the monitoring of resources; in the development of systems and procedures appropriate for the growing business;

and in maximising the contribution of financial management to business planning, operational control and profit performance.

Success in this wide reaching role will be dependent on significant "hands-on" involvement, the ability to apply a detailed, critical, pro-active approach to routines and systems, strong orientation towards achieving results and translating plans into action, and enthusiasm for supporting team-work and contributing to the strategic decision-making process.

Applications are invited from first-rate, recently qualified, young Accountants keen to make a decisive move in the early stages of their career and be involved in the growth of a business. Other necessary skills and personal characteristics include: maturity; energy; commitment; tenacity; effective communication and interpersonal ability; and commercial awareness.

In return the Group offers interesting and exciting opportunities, a highly competitive salary and benefits package, and excellent long term career prospects.

Interested candidates should apply in writing, with full career history and salary details, quoting reference B/272/90, to Alison Belfort.



Peat Marwick Selection

Peat House, 2 Cornwall Street, Birmingham B3 2DL

## International Controller

Paris

c FF 300,000 + Bonus

Our client is a dynamic, French-based, multi-billion international company and has shown remarkable growth, both organically and by acquisition. Currently it employs more than 30,000 people in over 100 countries. It is engaged in the research, manufacture and distribution of a range of diverse market leading products, ranging from brand name pharmaceuticals and perfumes to essential food additives and health products.

A desire to internationalise and develop its structure has created an outstanding opportunity at corporate headquarters for an International Controller. The position would control the Northern European business of its pharmaceutical division, involving close liaison with subsidiaries. Areas of responsibility would include: providing financial analyses and

support; contributing to the preparation of forecast and corporate plans; advising on strategic developments and policy.

Candidates should be qualified Accountants, ideally graduates, who can demonstrate a high level of achievement and commitment, and possess the necessary skills to operate at senior levels. An ability to communicate in French would be a distinct advantage and candidates should ideally be single, as the job involves frequent travel. Opportunities within this international group are excellent.

Interested applicants should write to Sandy Bell at Michael Page International, Clarendon House, 81 Mosley Street, Manchester M2 3LQ, or telephone him on 061-228 0396, quoting Ref: 11060.



Michael Page International

International Recruitment Consultants  
London Amsterdam Eindhoven Brussels Antwerp Paris Lyon Sydney Melbourne

## Rohan

### FINANCIAL CONTROLLER

MILTON KEYNES

c£27,500 + car + bonus

Rohan Designs is a successful, focussed retail and mail order company with an outstanding reputation for the production of high quality garments for outdoor and travel wear. The company is an autonomous part of the C. & J. Clark group which includes other well known names such as K Shoes and Ravel. Significant further growth is planned during the next few years from a well established trading base.

Reporting to the Managing Director, the Financial Controller will be a key member of a highly motivated management team with full control over the day-to-day running of the finance function. Specific responsibilities will include the preparation of all financial reports, budgets, forecasts, the formulation of strategic plans and the further development of fully integrated computer based systems.



Candidates for this varied and challenging role will be young, self-motivated accountants (ACA, CIMA, ACCA) able to demonstrate strong interpersonal skills, commercial awareness and a practical approach to problem solving. Previous experience gained within a retail environment would be advantageous.

The salary package will incorporate a quality company car, profit sharing bonus, full relocation expenses where necessary, health care cover and pension benefit. Prospects for further career advancement within Rohan and the C. & J. Clark group are excellent.

Applicants should contact Rod Shaw on (0602) 500959 or write to him at Shaw & Gollings, Premier House, 15 Wheelergate, Nottingham NG1 2NA.

## Finance Director

Subsidiary of Expanding Plc

Package to £40,000 + BMW

Our client is a highly successful and expanding quoted company operating in the service industry. They have an exceptional profit record and have acquisition/joint venture plans both in the UK and internationally. They are now seeking a high calibre Finance Director for their major subsidiary.

Reporting to the Managing Director and liaising with the Board of the Holding Company, you will lead a small team responsible for the accounting and financial control of the subsidiary company. Key tasks will include the timely production of financial and management information, budgeting, capital expenditure control, systems development and enhancement. Candidates should be qualified accountants of graduate calibre, probably aged 30 to 35, with a strong commercial awareness preferably gained with a major profit orientated company. Good computer skills and an ability to take a 'hands on' approach are further requirements for this key position. In addition you must be highly motivated with strong leadership and management abilities and be able to demonstrate first class technical and interpersonal skills.

The position, based in West Yorkshire, carries an excellent benefits package which reflects the importance of this key appointment. This is a high profile role and there is significant career development potential.

If you are interested, please telephone Graham Marlow or Stuart Adamson FCA on 0532 451212 or send your CV, in confidence, quoting reference number 712, to Adamson & Partners Ltd, 10 Lisbon Square, Leeds LS1 4LY. Fax number 0532 420802.

ADAMSON & PARTNERS LTD.

Executive Search and Selection

# International Finance Director

In excess of £50,000 + Car  
M4 Corridor

This is a £1 billion International Group which is one of the world leaders in a very fast moving international service business. The Group operates over 200 offices in 6 continents, has a lead in systems infrastructure and is gaining market share by organic growth in addition to selected acquisitions.

International promotion has created a requirement for a Finance Director to join a small top management team which is committed to high service standards - to the customer, and within the organisation - and to a range of corporate programmes to enhance further the Group's worldwide standing and profitability.

The Finance Director will be responsible for top level financial advice and guidance at the centre and all aspects of financial management and control through a central team of accountants and indirectly through financial managers located in all parts of the globe.

A professional accounting qualification is mandatory, together with management experience in a fast moving, high volume, low margin international or multinational service industry. Strong leadership and management skills and empathy with a multinational working environment are essential. There will be a requirement for periodic travel of short duration.

Please apply in confidence quoting Ref. L450 to:-

Brian H Mason  
Mason & Nurse Associates  
1 Lancaster Place, Strand,  
London WC2E 7EB.  
Tel: 01-240 7805

**Mason & Nurse**  
Selection & Search

## Regional Financial Controller

### West Midlands

This substantial £500m turnover, UK based manufacturing group has a strong international presence with operations in over thirty countries. The group is firmly committed to growth through continued investment, research and development and recruitment of high calibre skilled personnel at all levels.

Working closely with regional and local management you will provide a wide ranging financial control service to a number of UK and overseas subsidiaries. Duties will include the key areas of performance appraisal, budget monitoring, ensuring the adequacy and effectiveness of control systems and undertaking various ad hoc projects.

**Ernst & Young**

c. £35,000 + bonus + car

You will be a qualified accountant in your mid 30's - strong in financial management whilst commercial in business outlook. Practical experience will have been gained at managerial level in a manufacturing environment. Previous exposure to international operations would be a distinct advantage. Drive, enthusiasm and a flexible approach are essential, as is the willingness to travel and work away from home. Opportunities will exist for further career development and progression.

Please apply in confidence to Stephen Bailey, quoting Ref. F1001B at Ernst & Young Search and Selection, PO Box 1, 3 Colmore Row, Birmingham, B3 2DB.

SEARCH AND SELECTION

## Financial Director

c. £30k + Bonus & Car

The 1990's promises to be an exciting period of continuous expansion for this international manufacturing Group, turnover \$40M.

The largest, most profitable Division, employing 400 people requires a Financial Director following the promotion of the present incumbent to a Group position.

Reporting to the Divisional Managing Director, you will have overall responsibility for the Financial, Administration and Systems functions, with a team of 24 staff. In addition to the financial reporting requirements, you will be expected to further enhance the management information systems where the Company has recently invested £200K in a major computerisation upgrade.

Candidates must be qualified accountants, probably aged around 35-45, with a well



March Consulting Group  
Manchester Windsor Coventry Edinburgh

### Mid Kent

developed business acumen, strong management skills and with the definite 'hands on' approach and drive to contribute to the continued projected profitable growth. Relevant experience with a record of achievement in a medium sized engineering/contracting environment is a pre-requisite.

This is a challenging opportunity to make a major impact in a key role as part of a successful and committed management team.

Terms of employment are highly competitive and include a substantial performance-based bonus, plus a range of other benefits including BUPA and relocation assistance, where appropriate.

If you are interested in this position, please send without delay a full c.v. quoting ref. AR/6046 to: Fred Littlewood, March Consulting Group, March House, 13 Park Street, Windsor, Berkshire SL4 1LU. Tel: (0753) 869346.

SEARCH AND SELECTION

## Cost Accounting Manager

c. £26,500 + car

and appreciation of inventory management techniques are essential qualifications for this job. The position offers the opportunity for excellent career progression, as well as all the benefits normally associated with a prestigious multinational company.

Please send brief personal and career details quoting reference F/100/K to Suzanna Karoly, Ernst & Young Search and Selection, 21 Conduit Street, London W1R 9TB.

**Ernst & Young**

SEARCH AND SELECTION

## Chief Financial Officer

£50k plus bonus, car and stock options near Slough, Berkshire

Our client is a US based, \$1.5 billion turnover international systems integration corporation. The clear world market leader in its business, it sells, services, and supports micro-computer and workstation products from leading manufacturers.

A strong commercially minded and business orientated Chief Financial Officer is now sought to assist in driving forward the very fast growing UK subsidiary which will this year have a turnover exceeding £1.00 million.

As a Board director, you will work closely with the UK MD, but there will also be a strong line to the CFO of the US parent. The role carries total responsibility for the financial, MIS and administrative functions, including legal and human resources.

Tough minded, self-motivated and committed, you will be uncompromising

in your desire to meet deadlines and achieve objectives. Although strong on numbers and mentally agile, you should primarily see yourself as a hands-on, commercial business manager with the drive, ambition and enthusiasm to be fully involved in the overall management of the business.

A clear leaning towards IT with proven spreadsheet literacy; a rigorous discipline of producing meaningful information; and a readiness to 'get involved' are other attributes sought.

A qualified accountant, probably aged 35-45, with some previous international exposure would be useful, particularly within a large sales/service based business. Linguistic ability, especially German and/or French would also be an asset. Critical, however, will be exposure to an environment such as distribution or retail involving a large

customer base and complex pricing structures.

The rewards for the successful CFO will be a very high profile within this multinational, and a remuneration package including stock options appropriate for the high calibre individual required to fill this role. Most of all, however, you will be one of the key executives responsible for guiding and controlling the rapid expansion of the UK business.

To pursue this further, either telephone Hamish Davidson, or write quoting reference H/1035 enclosing a full CV and salary details.

Executive Selection Division  
Price Waterhouse  
Management Consultants  
No. 1 London Bridge  
London SE1 9QL  
Tel: 01-334 5833  
Fax: 01-403 5265.

**Price Waterhouse**



## CHIEF ACCOUNTANT

Mitcham Surrey c. £28,000 + car

Our client is a market leader in specialist transport services that has experienced a period of dynamic growth. As a result the Board has decided to create a completely new position within the Accounting Department reporting directly to the Financial Director with responsibility for management accounting, project evaluations, cash flow forecasts etc.

The successful applicant will be a qualified accountant aged 30-40 with considerable commercial experience, computer literacy and an aptitude in creating financial models and reports.

An ability to work under pressure, set and meet tight time schedules together with high management skills are 'necessities' for this challenging and rewarding position.

Please send your c.v.

D.F. Brown, Fraser & Russell, Albany House,  
120 Station Road, Redhill, Surrey RH1 1ET

**Fraser & Russell**  
Chartered Accountants

**Matthews & Goodman**  
Project Accountant  
UK and Europe

c. £25,000 + Car

Our client, Matthews and Goodman, is a well established firm of Chartered Surveyors who have recently acquired a firm of Retail Property Consultants with offices in Milan, Madrid and Paris. In anticipation to meet future growth and development, both in the UK and Europe, they have identified the need for a Project Accountant.

Reporting directly to the Partnership Secretary, the Project Accountant will be responsible for various aspects of financial and cost control within the UK and Europe. The role will require the tenacity to become involved in a variety of interesting ad hoc projects both in the UK and abroad.

Candidates must be fully qualified Accountants and a graduate would be preferred. An enthusiastic and energetic approach is essential, combined with the ability to provide a direct contribution to the success of the firm. Ideally aged between 25 and 32, interested candidates should send a full curriculum vitae including current salary and a daytime telephone number to Carol Jardine, Spicers Executive Selection, Friary Court, 85 Crutched Friars, London EC3N 2NP quoting reference LM203.

**SPICERS EXECUTIVE SELECTION**  
A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

## Appointments Advertising

Appears every Wednesday and Thursday.  
(Friday International Edition only).

For further information please call:

01-873 3000

Jennifer Hudson ext 3407  
Sarah Gabe ext 3199

Richard Huggins ext 3460  
Stewart Maddock ext 3392

## FINANCIAL CONTROLLER

An international company requires an ambitious enthusiastic person to take full control of all financial operations in the UK subsidiary. In addition to some formal accounting qualification, the successful applicant will also have creative business acumen and be able to advise on the financial implications of management policy.

Salary negotiable 22-28% plus car and benefits.

For application forms and further information telephone Lesley Payne 0707 373388 or write to:

Dickens Hazell and Associates Ltd  
2 Bedford Square, London WC1B 3RA

# Managing Director

Europe's leading name in their specialised industrial plant sector, my client's plant rental subsidiary has sales in excess of £15m with excellent profits and return on capital. With future development strategy identified, this company is well placed to exploit its strong market position.

Career development of the existing Managing Director within the parent group has created this opportunity. Your role will focus on further improving financial performance and increasing market share. Success will pivot upon your ability to develop systems and controls, interpret market trends and exploit commercial opportunities.

Probably in your 30's, you will be a qualified accountant with board level experience in an engineering environment where financial and marketing disciplines are central to success. Additionally, your proven management and persuasion skills will ensure your ability to lead a small and committed team whilst also achieving personal credibility within a large sophisticated results orientated group.

In the first instance please write to Tony Clarke, enclosing full CV and quoting ref. MD2429, at Macmillan Davies Consultants, Salisbury House, Bluecoats, Hertford, Herts. SG14 1PU. Tel: (0992) 552552.

c. £35,000 + car

Hampshire



Macmillan Davies

M A N A G E M E N T S E L E C T I O N

SOUTH YORKSHIRE

c.£30,000+BONUS+CAR

# Financial Controller

For a 245 million turnover private company in the service sector. The company is a market leader in its field and is about to enter an exciting stage in its development.

They now seek to recruit a Financial Controller to assume responsibility for the accounting function of some 30 staff. In addition to day to day financial management, you will have a key role to play in the development and implementation of financial planning and budgetary control systems and procedures.

Probably aged 28-40, you will be a qualified accountant with excellent management and communication skills. You will possess a high degree of commercial acumen.

Coopers & Lybrand Deloitte is the business name used by Coopers & Lybrand and Deloitte Haskins & Sells in the UK.

The two firms are to merge on 29 April 1990.

coupled with the necessary enthusiasm and commitment to make a positive contribution to the profitable development of the company.

Please write enclosing your curriculum vitae and a daytime telephone number giving an indication of your present salary to Angela McJernotrae, Coopers & Lybrand Deloitte Executive Resourcing, Albion Court, 5 Albion Place, Leeds, LS1 6JP quoting reference 219AM.

Coopers & Lybrand  
Executive  
Resourcing

Deloitte

Haskins & Sells

# Head of Internal Audit

A greater degree of influence –  
A greater degree of success

Like any business, London Underground sees a strong, independent audit group as an invaluable source of advice. But for a company which intends to improve every aspect of its operations, unbiased recommendations aren't enough.

We need action. We need a Head of Internal Audit who can apply sound commercial experience to question our business practice, examine the rationale behind it, show us how to change for the better – and see that it is done. Board level contacts, a direct reporting line to the Financial Director and a functional link to the Group Audit Director indicate the degree of responsibility you will have. The future could bring yet more. Success in this post will prove excellent preparation for London Regional Transport's most senior financial management roles.

A Chartered Accountant or IPFA with at least 5 years' post qualification experience, you may well join us from a large accountancy practice. Commercial experience is essential and you'll also need the ability to manage and motivate your 30 strong team.

In addition to a salary c.£40,000 and company car, you will enjoy an excellent range of benefits.

Please write, enclosing your CV and daytime telephone number, to Trevor Austin, Personnel Services Manager, London Underground Limited, 55 Broadway, London SW1H 0BD.

# CHIEF ACCOUNTANT

N.W. KENT

to £25,000 p.a.

Our client operates at the leading edge of technology and has evolved, through innovative design and manufacture, as a major supplier of telecommunication products within the fast-expanding international marketplace.

Reporting to the Financial Director, the Chief Accountant will manage and co-ordinate a department of six and have overall responsibility for the accounting function. Particular

emphasis will be placed on the implementation and control of a standard costing system and the continued development of computerisation.

This is a broad ranging financial role, demanding drive and commitment and a shirt-sleeves approach. Candidates should be ICMA qualified, with the experience and commercial awareness to make a significant contribution at senior level.

Full C.V.s should be sent to Sherliker Stuart, 21 Mercer Street, Covent Garden, London, WC2H 9QR. 01-497 3585/6.

**SHERLIKER STUART**  
Consultants in Executive Selection & Human Resources

STUDYING? PART QUALIFIED? FINALIST? QUALIFIED?

# We'd like to welcome you to Gatwick...

## ACCOUNTANCY CAREER FAIR

GATWICK HILTON INTERNATIONAL  
THURSDAY MARCH 29th 1990 4.30-9.00 pm

This is your opportunity for you to consider your next career move with members of the business community who will be represented at the Career Fair.

For more details call Gill Noble on  
Crawley (0293) 551861.



CLARK WHITEHILL

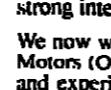
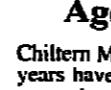


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